To be eligible for bonuses and incentives, an Independent Business Owner (IBO) must be in compliance at all times with the Amway IBO Compensation Plan (the Plan) and the IBO Rules of Conduct. IBO conduct must demonstrate high ethical and business standards aligned with the goals and objectives of Amway and its related businesses. These standards require that:

- An IBO must have a signed Amway IBO Registration Agreement on file.
- An IBO's conduct must not negatively affect the reputation of Amway, its related businesses or IBOs affiliated with Amway and its related entities.
- An IBO complies with the letter and spirit of the Rules of Conduct, laws and regulations in any market the IBO has a presence and demonstrates cultural sensitivity to given market conditions.
- An IBO does not defend or support the conduct of others who do not comply with these criteria.
- If applicable, an IBO must have a signed Silver Producer Acknowledgment (SPA) on file.

IBOs must also satisfy the Customer Volume Requirement (CVR) with Qualified Customer Point Value (QCPV). For further details, see rule 4.13 in the Business Reference Guide on Amway.com.

All earnings are subject to review and approval by Amway prior to being granted. See the Amway Business Reference Guide to learn more. IBO and Growth Incentives Program Fiscal Year is September 1, 2018 to August 31, 2019 (FY 2019).

Approximately 48% of IBOs in the U.S were “active.” IBOs were considered “active” in months in 2016 when they attempted to make a retail sale, or presented the Amway Independent Business Owner Compensation Plan (IBO Compensation Plan), or received bonus money, or attended an Amway or IBO meeting. If someone sustained that level of activity every month for a whole year, their annualized Gross Income would be $2,484. Of course, not every IBO chooses to be active every month. “Gross Income” means the amount received from retail sales, minus the cost of goods sold, plus monthly bonuses and cash incentives. It excludes all annual bonuses and cash incentives, and all non-cash awards, which may be significant. There may also be significant business expenses, mostly discretionary, that may be greater in relation to income in the first years of operation.

The IBO Compensation Plan offers monthly and annual bonuses that IBOs can earn in accordance with their contract with Amway. IBOs also may qualify for the Amway Growth Incentives Program (GI Program), a collection of discretionary programs separate from the IBO Compensation Plan and that can vary from year to year. IBO eligibility for the GI Program is at Amway's discretion. The GI Program is available only to IBOs whose conduct demonstrates high ethical and business standards aligned with the goals and objectives of Amway and its related businesses.

For more details on qualifying for the GI Program and other requirements, see information on Amway.com or contact Amway Sales. Before registering as an IBO, individuals should read and understand the Amway™ Business Overview Brochure, which contains important information for those interested in becoming IBOs.

*Source: Amway records.
Amway offers an industry-leading bonus and incentive program. For official description of the Amway IBO Compensation Plan (the Plan), please refer to the Business Reference Guide. Fast Track Incentive Program, Growth Incentives Program and Founders Achievement Awards are separate from and in addition to the Plan. These rewards are offered at the discretion of Amway for a limited time.

### Award Pins

- **Silver Producer**
- **Gold Producer**
- **Platinum, Founders Platinum**
- **Ruby, Founders Ruby**
- **Sapphire, Founders Sapphire**
- **Emerald, Founders Emerald**
- **Diamond, Founders Diamond**
- **Executive Diamond, Founders Executive Diamond**
- **Double Diamond, Founders Double Diamond**
- **Triple Diamond, Founders Triple Diamond**
- **Crown, Founders Crown**
- **Crown Ambassador, Founders Crown Ambassador**

Refer to page 19 for pin requirements.


The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S were “active.”

Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:

- New IBO Incentive 33.1227%
- First Step Award 4.3994%
- Balanced Sponsor Award 2.3626%
- Mentor Award 1.0154%
- Platinum first year 0.1863%, and second year 0.1375%
- Founders Platinum first year 0.1202%, and second year 0.0898%
- Emerald first year 0.0103%, and second year 0.0107%
- Founders Emerald first year 0.0107%, and second year 0.0070%

Refer to inside front cover for further details.

Amway is accredited by the Better Business Bureau with an A+ rating, and we have been a member of the Direct Selling Association since 1962.

Visit Amway.com or call 844-MY-Amway

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THREE WAYS TO EARN

With an Amway business, you can earn income through retail margin on products you sell, bonuses through the Amway IBO Compensation Plan and discretionary incentives through the Growth Incentives Program.

As an Amway™ business owner, you can offer more than 350 exclusive health, beauty and home products. You may choose to focus on one quality brand or several. It’s up to you!

100% CUSTOMER SATISFACTION GUARANTEE BACKED BY AMWAY PROMISE™
Three Ways to Earn

Retail Margin

You receive special IBO prices on all products. You choose the price you want to sell those products at to your customers. Then, you keep the difference. That’s your retail margin – your income!

Customer Price - Your Price = Retail Margin

Bonuses

You earn Point Value (PV) on all the products you sell. When you begin sponsoring new IBOs, you will also earn points on the products they sell. As your business grows, and the businesses of the IBOs you sponsor grow, so does your potential for monthly cash bonuses.

Your Points + Downline IBOs’ Points = Bonuses

Incentives

You can earn elective, discretionary Growth Incentives and rewards including Fast Track Incentive Program awards for new IBOs, rewards for key achievements in extraordinary growth and helping others succeed, trips and one-time cash awards.

Accumulated Points = Extra Cash + Trips

Refer to the Business Reference Guide for further details.
SELL PRODUCTS FOR RETAIL MARGIN

It’s the fastest way to make money – the more you sell, the more you earn. Maybe you know a co-worker who could use an energy boost. Or a busy mom who craves convenience but needs the confidence of safe, natural solutions. Recommend Amway™ products to meet their needs, and you’re on your way to earning retail income!

Every product has a Suggested Retail Price, but you decide how much to charge your customers. Friends, family and people you know buy your Amway™ products. You keep the difference between their price and your cost. It’s that simple.

Some of our best sellers:

<table>
<thead>
<tr>
<th>Product</th>
<th>Suggested Retail Price</th>
<th>Your Cost</th>
<th>Available Retail Margin</th>
</tr>
</thead>
<tbody>
<tr>
<td>XS™ Energy Drink Variety Pack</td>
<td>$27.00</td>
<td>$24.24</td>
<td>$2.76</td>
</tr>
<tr>
<td>Artistry Hydra-V™ System</td>
<td>$83.70</td>
<td>$62.77</td>
<td>$20.93</td>
</tr>
<tr>
<td>Nutrilite™ Vitamin B Dual-Action</td>
<td>$40.00</td>
<td>$30.00</td>
<td>$10.00</td>
</tr>
</tbody>
</table>

Pricing subject to change. Refer to the Business Reference Guide for further details.
Sell well with proven tools and techniques. By logging in at Amway.com, IBOs can find powerful programs and education designed to help you sell more. Earn customer volume and retail margin to grow your business.

Optional Product Starter Kit includes some of the most popular products. Teach IBOs how to reach their goals by sampling, selling products and building customer volume.

Campaign Mini Catalog brings together our newest and best-selling products as well as customer favorites and special promotions. Tab pages with recommendations and share with friends for simple sales!

Switch, Share, Duplicate shows how your income builds as you use and sell products. Available as a mobile app!

Smart, simple selling programs help you build volume in your business with Artistry™, Nutrilite™, home and personal care products. Visit the Amway Resource Center and click on Collections to get started.

DITTO™ allows you and your customers to schedule automatic, repeated delivery for products at an interval the buyer sets. It provides a great convenience to customers and helps you sustain repeat business. Visit Amway.com/Shop/Ditto.

More than 90 free courses on MAKING MONEY, SELLING, BUSINESS ESSENTIALS, PRODUCT.

AMWAY.COM/EDUCATION
With the Amway IBO Compensation Plan, it pays to build a balanced business. The more quality products you sell and help those whom you sponsor to sell, the more you can earn.

**EARN A MONTHLY PERFORMANCE BONUS**

**1**

**PERSONAL VOLUME**

150 PV/450 BV

**2**

**PASS-UP VOLUME**

450 PV/1350 BV

Volume from IBOs you have personally registered

**9% total**

**GROUP VOLUME**

600 PV/1800 BV

You can earn a performance bonus for helping downline IBOs grow strong. In this scenario, personal group volume earns 9%!

Refer to page 15 and the Business Reference Guide for further details.
You can earn two types of monthly bonuses: your Personal Performance Bonus and a Differential Bonus on the volume of downline IBOs you sponsor.

1 **PERSONAL PERFORMANCE BONUS**

You earn a bonus from products purchased by you and your customers each month. In this example, you personally earn **150 Point Value (PV) and 450 Business Volume (BV)**.

Your monthly Personal Performance Bonus is paid using a percentage based on your total Group PV times your Personal BV.

\[
\text{BV for 150 Personal PV} \times \frac{\text{Performance Bonus Percentage}}{\text{on 600 Group PV}} = \text{Personal Performance Bonus}
\]

\[
\text{BV for 150 Personal PV} = 450 \text{ BV}
\]

\[
\frac{\text{Performance Bonus Percentage}}{\text{on 600 Group PV}} = 9\%
\]

\[
\text{Personal Performance Bonus} = 40.50
\]

2 **DIFFERENTIAL BONUS**

You can also earn a Differential Bonus – it pays you the difference between your bonus percentage level and that of the IBOs you personally sponsor.

In this example, three downline IBOs purchase products and sell to customers totaling 450 PV. Your **Group PV is 600** (150 Personal PV plus 450 PV from downline IBOs you sponsor).

Based on your performance and that of downline IBOs, in this example you can earn:

\[
\text{Differential Bonus} = 81.00
\]

\[
\text{Personal Performance Bonus} = 40.50
\]

\[
\text{Total Bonus Paid to You} = 121.50
\]

<table>
<thead>
<tr>
<th>IBO</th>
<th>PV</th>
<th>BV</th>
<th>Differential Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>150</td>
<td>450</td>
<td>9% - 3% = 6%</td>
</tr>
<tr>
<td>B</td>
<td>100</td>
<td>300</td>
<td>9% - 3% = 6%</td>
</tr>
<tr>
<td>C</td>
<td>200</td>
<td>600</td>
<td>9% - 3% = 6%</td>
</tr>
</tbody>
</table>

\[
\text{Total} = 81.00
\]

*Assumes 1:3 PV/BV ratio.

Refer to page 15 and the Business Reference Guide for further details.
QUALIFY FOR YOUR FIRST INCENTIVES

Product sales can quickly add up to $50, $150 and $200 awards! It’s all part of the Fast Track Incentive Program.

at least
150 PV = $50

New IBO Incentive Award

EARN $50
New IBO Incentive Award is available up to three times in your first six months.

Generate your “50/150” – that means you must generate 150 Personal PV in a month, with at least 50 PV coming from Qualified Customer Volume.

Tip: The Optional Product Starter Kit, purchased at registration, can help to quickly build volume toward the Fast Track Incentive Program. Plus ... you can earn retail margin and a Performance Bonus!

Tip: New IBOs have six months from their start date to earn the First Step and Balanced Sponsor Awards. For existing IBOs to earn these awards, they must complete requirements within the first six months of the IBO Fiscal Year (September 1 through February 28). Search “Fast Track” on Amway.com for details.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S were “active.” Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017: New IBO Incentive 33.1227%, $150 ($50 New IBO Incentive Award three times) 7.3654%, and Balanced Sponsor Award 2.3626%. Refer to inside front cover for further details.

Refer to pages 15–16 for further details.
Get on the road to building a strong, sustainable business. Earn even more money when IBOs you sponsor build their own balanced businesses. New IBOs can earn a $50 New IBO Incentive Award in an earlier month or in the same month as earning the following awards.

**EARN $100**
**First Step Award** *is available once each year.*
Support new IBOs so they can start strong.
1. Help IBOs in two of your new Legs earn the $50 New IBO Incentive Award.
2. Generate your 50/150 PV in the same month that the second IBO from the two new Legs you sponsor earns.

**EARN $200**
**Balanced Sponsor Award** *is available once each year.*
Continue to sell, mentor and sponsor as you grow your business.
1. Help IBOs in a third new Leg earn the $50 New IBO Incentive Award.
2. Generate your 50/150 PV in the same month that a new IBO from a third new Leg you sponsor earns.

**EXTRA INCENTIVE: EARN $75**
**Mentor Award** *is available unlimited times!*
You’ll receive $75 each time you help an IBO that you personally sponsor earn their first $200 Balanced Sponsor Award. You must generate your 50/150 PV in the same month that the Leg qualifies.

Refer to pages 15–16 for further details.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S were “active.”
Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:
- New IBO Incentive 33.1227%, $150 ($50 New IBO Incentive Award three times) 7.3654%, First Step Award 4.3994%, Balanced Sponsor Award 2.3626%, and Mentor Award 1.0154%. Refer to inside front cover for further details.
The Leadership Bonus allows your business to earn more every month by paying 6% of group BV with a minimum guarantee of $1,350.

Receive a monthly Leadership Bonus if you qualify at the 25% Performance Bonus level and generate additional award volume, as outlined in the Business Reference Guide. Leadership Bonuses are computed from the bottom up, are based on the performance of downline IBOs and take into account how much of the bonus is rolled up to your Sponsor.

**Step 1**

6% x 24,000 BV = $1,440

**Step 2**

Because the IBO has less than 2,500 PV, he does not keep any of the bonus passed up to him.

6% x 3,000 BV = $180

**Step 3**

6% x 24,000 BV = $1,440

**Step 4**

A minimum Leadership Bonus is passed up to Sponsor.

$1,350 = Minimum guaranteed Leadership Bonus

This leader earns enough PV to keep some Leadership Bonus.

6% x 7,500 BV = $450

$1,350 - $450 = $900 of guarantee passes to Sponsor

$1,620 - $900 = $720 Leadership Bonus earned

**The average monthly Gross Income for “active” IBOs in the U.S. was $207.**

Approximately 48% of IBOs in the U.S. were “active.” Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017: Leadership Bonus 1.37%; 8000 PV 0.9176% and 10,000 PV 0.3555%. Refer to inside front cover for further details.
Monthly Depth Bonus pays for developing downline leaders.

Earn a Depth Bonus of up to 1% of BV on qualified downline volume when you have three or more North American frontline Legs at 25% Performance Bonus level in the month and at least one of these frontline Legs also has one or more downline IBOs who qualify at 25%.

In this example, monthly Depth Bonus is based upon the four 25% downlines.

Each 25% Leg:
22,500 BV x 1% = $225

$225 x 4 downlines = $900 Monthly Depth Bonus

Side Volume is the key to growing strong.

Side Volume is the amount of Personal Group (PG)/Ruby Volume outside any qualified 25% Legs. It includes your Personal Volume and Pass-Up Volume (non-25%) from non-Platinum Legs. It does not include Platinum PV, whether qualified or not.

Personally sponsoring new Legs is the key to generating Side Volume. It is an important factor in qualifying for Leadership and Ruby Bonuses, along with discretionary Growth Incentives including Q12, Platinum Plus/Elite, Two-Time Cash (second year), and Emerald and Diamond Leadership Growth. Maximize the Plan and optimize Growth Incentives with abundant Side Volume.

**Tip:** The most sustainable businesses balance width (the number of personally sponsored frontlines) and depth (the number of IBOs in the downline for each frontline).

Annual Leader Bonuses

Each year, Amway rewards leaders for building volume with three annual bonuses. The total for each bonus is based on the total North American BV and/or qualified international volume for the year.

- Emerald Bonus
- Diamond Bonus
- Diamond Plus Bonus

Refer to the Business Reference Guide for further details.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S were “active.”
Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:
Monthly Depth Bonus 0.16%. Refer to inside front cover for further details.
INVEST IN THE BEST

The Growth Incentives Program complements the Amway IBO Compensation Plan by encouraging IBOs to build sustainable businesses and help others succeed. Set your sights on the next level with a Plan-profitable business.

Q12 INCENTIVES
Qualify for 12 Q12 months and earn $15,000 – year after year. IBOs receive this annual reward to grow beyond Platinum.

Sustainable volume is the key to requalification.

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$15,000</td>
</tr>
<tr>
<td>2020</td>
<td>$15,000</td>
</tr>
</tbody>
</table>

= $30,000

PLATINUM PLUS AND PLATINUM ELITE INCENTIVES
Boost your monthly bonuses with awards of 4% more beyond the Plan. IBO leaders receive monthly incentives as you develop and grow Side Volume beyond 7,500 Personal Group (PG)/Ruby PV.

Strengthen your business by building width.

<table>
<thead>
<tr>
<th>Volume Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,000 to 12,499 PV</td>
<td>2% of BV</td>
</tr>
<tr>
<td>12,500 to 14,999 PV</td>
<td>4% of BV</td>
</tr>
<tr>
<td>15,000 PV and above*</td>
<td>6% of BV</td>
</tr>
</tbody>
</table>

*Includes Amway IBO Compensation Plan Ruby Bonus.
Must be a qualified Platinum or above to earn these incentives. At Sapphire and above, IBO cannot drop Qs from last IBO Fiscal Year.

Q12 MONTH
Earn a Q12 each month:

- 7,500 Personal Group (PG)/Ruby PV, and/or
- 4,000 Personal Group (PG)/Ruby PV over one or more First- or Second-Year Legs in the months the Leg qualifies at 25%

Volume over First-Year and Second-Year Legs can be averaged. If you miss one or two Q12 months, you may still qualify for Q12 Incentive. Earn a minimum of 10 Q12 months and 108,000 Personal Group (PG)/Ruby PV annually.

GROW BEYOND 7,500 PV TO MAKE MORE MONEY

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.” Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:

- Q12 Ruby Annual Incentive 0.4696%: 7500 Personal (PG)/Ruby PV 1.3599%; 12,499 PV Personal Group (PG)/Ruby PV 0.1716%; 14,999 PV Personal Group (PG)/Ruby PV 0.1021%; 15,000 PV Personal Group (PG)/Ruby PV 0.1021%; and 108,000 PV annual Personal Group (PG)/Ruby Volume 0.1696%.

Refer to inside front cover for further details.
TWO-TIME CASH INCENTIVES

New Platinum and Emerald IBOs qualify to earn special incentives. Requalify and grow in a second year to double your reward.

Solidify new Legs to earn more.

<table>
<thead>
<tr>
<th>Level</th>
<th>First Year</th>
<th>Second Year*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Platinum</td>
<td>$1,500</td>
<td>$3,000</td>
</tr>
<tr>
<td>Founders Platinum</td>
<td>$2,500</td>
<td>$5,000</td>
</tr>
<tr>
<td>Emerald</td>
<td>$7,500</td>
<td>$15,000</td>
</tr>
<tr>
<td>Founders Emerald</td>
<td>$10,000</td>
<td>$20,000</td>
</tr>
</tbody>
</table>

*Requires Q12 months.
IBOs who had a previous qualification but failed to requalify may be eligible for a Comeback Incentive of the highest level earned in the first year a Comeback Incentive is achieved.

Refer to pages 16–17 for further details.

EMERALD AND DIAMOND LEADERSHIP GROWTH INCENTIVES

In-market Founders Emeralds and above get rewards at five key milestones.

Build strong leaders downline to enhance your earnings.

AVAILABLE FOR ALL 3 YEARS

<table>
<thead>
<tr>
<th>Level</th>
<th>36 Qs</th>
<th>54 Qs</th>
<th>72 Qs</th>
<th>108 Qs</th>
<th>144 Qs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$75,000</td>
<td>$100,000</td>
<td>$150,000</td>
<td>$200,000</td>
<td>$250,000</td>
</tr>
</tbody>
</table>

ANNUAL EARNINGS

Participants must be an IBO for three or more years.

In addition:
- must qualify for the Q12 Incentive bonus
- requires three 12 month in-market legs
- must maintain frontline Qs
- Diamond Bonus is required for payments starting at 54 Qs
- For DBRs New FAA is allowed after 54 Qs in the event of Q drop

Refer to page 17 for further details.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.”
Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017: Platinum first year 0.1863%; and second year 0.1375%; Founders Platinum first year 0.1202%; and second year 0.0898%; Emerald first year 0.0103%; and second year 0.0134%; Founders Emerald first year 0.0107%; and second year 0.0070%; 36Qs 0.0734%; 54Qs 0.0170%; 72Qs 0.0134%; 108Qs 0.0023%; 144Qs 0.0023%. Refer to inside front cover for further details.
FOUNDERS ACHIEVEMENT AWARDS

ACHIEVE THE HIGHEST REWARD

This special discretionary leadership incentive recognizes the highest levels of achievement with significant annual payouts. Mentor downline Founders Platinums, Emerald Bonus Recipients and Diamond Bonus Recipients to build healthy businesses and earn this new Founders Achievement Award (FAA).

Annual FAA Incentive

To qualify for FAA annual cash incentives, leaders must be a Diamond Bonus Recipient with a minimum of 20 new FAA points.

For each...

<table>
<thead>
<tr>
<th></th>
<th>Points^2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Founders Platinum^1</td>
<td>1.0</td>
</tr>
<tr>
<td>Emerald Bonus Recipient</td>
<td>1.5</td>
</tr>
<tr>
<td>Diamond Bonus Recipient</td>
<td>3.0</td>
</tr>
</tbody>
</table>

^1 Maximum: 6.0 points per Leg
^2 Maximum: 30 points per Leg

Annual Multiplier

Minimum Founders Platinum Legs 4

SUPER LEGS
For 750% leaders who have two or more Legs at 30 points or higher, earn $20,000 for each of two to five super Legs and earn $40,000 for six or more super Legs.

Average Monthly Plan Bonus

PERFORMANCE

RUBY

DEPTH

LEADERSHIP

PLUS

SUPER LEGS WITH ADDITIONAL POTENTIAL!

= FAA Incentive

Refer to page 17 for further details, and contact your Amway Leader Growth Solutions consultant with questions. For more information on the FAA Program, log in to Amway.com and search FAA or Founders Achievement Awards.

LEGACY FAA

To ensure a smooth transition, Amway will honor the legacy FAA program.
If the following legacy FAA calculation earns you more, Amway will award the annual FAA Incentive under this program until August 31, 2020.

<table>
<thead>
<tr>
<th>CREDITS</th>
<th>8 FAA</th>
<th>12 FAA</th>
<th>16 FAA</th>
<th>20 FAA</th>
<th>25 FAA</th>
<th>30 FAA</th>
<th>35 FAA</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$32,000</td>
<td>$64,000</td>
<td>$128,000</td>
<td>$192,000</td>
<td>$256,000</td>
<td>$384,000</td>
<td>$512,000</td>
</tr>
</tbody>
</table>

FAA rewards both domestic and international business development, and FAA payment amounts are determined by the PV/BV ratio of the market where FAA points are earned. The amounts shown here are based on earning all your FAA credits in the United States. If any credits are earned in other countries (including Canada and Dominican Republic), your actual payment amount may be different. The payment schedule for the country generating the FAA credits will be used to determine your actual payment.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were "active."
Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:
8FAA to 11FAA 0.0117%; 12FAA to 17FAA 0.0020%; 18FAA to 24FAA 0.0020%; and 25FAA +0.0000%. Refer to inside front cover for further details.
KNOW THE KEY CONCEPTS

Please refer to the Business Reference Guide and Amway Leader Growth Solutions consultants for details. Use this section as a convenient guide.

DEFINITIONS

POINT VALUE (PV)
Point Value is a unit amount assigned to each product. The total PV associated with your group’s monthly volume is tracked to determine your Performance Bonus bracket. The higher your PV, the higher percentage (up to 25%) used in calculating your bonus.

BUSINESS VOLUME (BV)
Business Volume is a dollar figure assigned to each product. The total BV associated with your monthly volume is multiplied by the percent from the Performance Bonus Schedule to determine your gross Performance Bonus. See page 6 for an example.

QUALIFIED CUSTOMER VOLUME (QCPV)
Qualified Customer Volume refers to either customer orders placed directly with Amway or customer orders placed through an IBO and reported as a sale. It is a good practice to report all customer sales, even if more than 50 PV.

LEG
When an IBO registers individuals and helps them create groups, a “Leg” in the Line of Sponsorship (LOS) is formed. There are special criteria and qualification requirements regarding First- and Second-Year Platinum Legs to support sustainable business practices. First- or Second-Year status is based on a Leg with a Platinum for consecutive years. If a Leg fails to qualify in consecutive years it begins a new cycle of First- then Second-Year status. The status of each Leg can be determined by looking at the most recent three years of the Leg’s qualification:

<table>
<thead>
<tr>
<th>TWO YEARS AGO</th>
<th>LAST YEAR</th>
<th>THIS YEAR</th>
</tr>
</thead>
<tbody>
<tr>
<td>—</td>
<td>—</td>
<td>25% First-Year Leg</td>
</tr>
<tr>
<td>—</td>
<td>25% Leg</td>
<td>25% First-Year Leg</td>
</tr>
<tr>
<td>25% First-Year Leg</td>
<td>15% First-Year Leg</td>
<td>25% Second-Year Leg</td>
</tr>
<tr>
<td>25% Second-Year Leg</td>
<td>15% Second-Year Leg</td>
<td>25% Leg</td>
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</tbody>
</table>

PERSONAL GROUP (PG)/RUBY VOLUME
Personal Group Volume includes Personal PV/BV, Volume from Personal Group IBOs and Pass-Up Volume from your non-qualified, non-25% Legs and Platinums.

Ruby Volume includes Personal PV/BV Volume from Personal Group IBOs and Pass-Up Volume from your non-qualified, non-25% Legs. It does not include Qualifiers at 25% that month and does not include qualified Platinums no matter what percent they hit that month.

AWARD VOLUME
Award Volume includes Personal PV/BV, Volume from Personal Group IBOs, and Pass-Up Volume from your non-qualified, non-25% Legs and Platinums. It does not include Qualifiers at 25% that month.

SIDE VOLUME
The amount of Personal Group (PG)/Ruby Volume outside any qualified 25% Legs. Creating new Legs is the key to Side Volume.
- Width: The number of personally sponsored frontlines
- Depth: The number of IBOs in the downline for each frontline

SILVER PRODUCER MONTH
Earn a Silver Producer month when you achieve one of the following or a combination of all three:
- 7,500 Award PV, or
- 2,500 Award PV over a qualified 25% Leg, or
- Two qualified 25% Legs in the same month.

QUALIFIED MONTH (Q)
Earn an in-market frontline Q each month a frontline IBO achieves 25% bonus bracket (this is a qualified 25% Leg).

Q12 MONTH
Earn a Q12 month each month when or if you achieve one or both of the following:
- 7,500 Personal Group (PG)/Ruby Volume, and/or
- 4,000 Personal Group (PG)/Ruby Volume over one or more First- or Second-Year Legs.

If you miss one or two Q12 months, you may still qualify for Q12 Incentives. Earn 10 or 11 qualifying Q12 months and 108,000 Personal Group (PG)/Ruby Volume annually to qualify. This is also known as Volume Equivalency (VE).

You can average Personal Group (PG)/Ruby Volume over one or more First- or Second-Year Legs. If your total Personal Group (PG)/Ruby Volume in the months you have a First- or Second-Year Leg is equal to or exceeds 4,000 Personal Group (PG)/Ruby Volume times the number of months you have a First- or Second-Year Leg, you meet the volume averaging requirement to be awarded Q12 months for all the months with a First- or Second-Year Leg.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.”

Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:
- 7500 PV Award Volume 1.6032%; 7500 PV Personal Group (PG)/Ruby PV 1.3599%; and 108,000 PV Personal Group (PG)/Annual Ruby PV 0.1696%.

Refer to inside front cover for further details.
IBO Fiscal Year 2019

INFORMATION AND REGULATIONS

INFORMATION AND REGULATIONS

BASELINE REQUIREMENTS FOR FAST TRACK INCENTIVE PROGRAM, GROWTH INCENTIVES PROGRAM AND FAA QUALIFICATIONS

In addition to specific requirements of each program, the following baseline and general eligibility requirements must be met:

1. Generate an average of 50 Qualified Customer PV each month.
2. Average of 150 Personal PV each month.
3. Signed Amway IBO Registration Agreement and Silver Producer Acknowledgment (SPA), if applicable, on file.

IBO FISCAL YEAR (FY)

September 1 to August 31, also known as IBO Performance Year.

AMWAY IBO COMPENSATION PLAN/PLAN BONUSES

Please refer to the Business Reference Guide for details.

FAST TRACK INCENTIVE PROGRAM

New IBOs have six months from their start date to earn the New IBO Incentive Award, First Step Award and Balanced Sponsor Award. For existing IBOs to earn First Step and Balanced Sponsor Awards, they must complete requirements within the first six months of the IBO Fiscal Year (September 1 through February 28).

To qualify for the Fast Track Incentive Program, IBOs must meet baseline requirements. All award recipients must still be active in the business, and new IBOs cannot have returned qualifying PV.

NEW IBO INCENTIVE AWARD: $50

Generate your “50/150” – that means you must generate 150 Personal PV in a month, with at least 50 PV coming from Qualified Customer Volume.

FIRST STEP AWARD: $100

1. Help a downline IBO from two unique Legs earn the $50 New IBO Incentive Award.
2. Generate your 50/150 PV in the same month that the second IBO from the two new Legs you sponsor earns.

BALANCED SPONSOR AWARD: $200

1. Help a downline IBO in a third unique Leg earn the $50 New IBO Incentive Award.
2. Generate your 50/150 PV in the same month that a new IBO from a third new Leg you sponsor earns.

MENTOR AWARD: $75

You’ll receive $75 each time you help an IBO you personally sponsor earn their first $200 Balanced Sponsor Award. You must generate your 50/150 PV in the same month as your Leg qualifies.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.”

Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:

- New IBO Incentive 33.1227%: First Step Award 4.3994%; Balanced Sponsor Award 2.3626%; Mentor Award 1.0154%; 108,000 PV Personal Group (PG)/Ruby PV 2.2097%; 10,000 Personal Group (PG)/Ruby PV 0.3555%; 12,499.99 Personal Group (PG)/Ruby PV 0.1716%; 14,999.99 Personal Group (PG)/Ruby PV 0.1028%; and 15,000 Personal Group (PG)/Ruby PV 0.1021%. Refer to inside front cover for further details.

GROWTH INCENTIVES PROGRAM (GI)

ANA Growth Incentives are available to IBOs from the U.S., Canada, Dominican Republic, Haiti and offshore (Caribbean and Pacific Ocean) areas only. ANA Growth Incentives are based on North America business only. They are discretionary and available for a limited time. IBOs must be in good standing with Amway to qualify (see IBO Rules of Conduct).

Q12 INCENTIVES

Eligibility

- IBO must meet Growth Incentive baseline requirements, including SPA on file.

Qualification requirements

- IBO must qualify for 12 Q12 months each IBO Fiscal Year. Volume over First-Year and Second-Year Legs (as defined on page 15) can be averaged, or
- IBO must achieve 10 or 11 qualifying Q12 months in an IBO Fiscal Year and 108,000 yearly total of Personal Group (PG)/Ruby PV.

PLATINUM PLUS AND PLATINUM ELITE INCENTIVES

Eligibility

- IBO must be a qualified Platinum or above.
- IBO must accumulate at least 10,000 Personal Group (PG)/Ruby PV in a month.
- IBO must meet Growth Incentive baseline requirements, including SPA on file.

Qualification requirements

- The payment amount is based on the following:
  - Platinum: with between 10,000 and 12,499.99 Personal Group (PG)/Ruby PV, an IBO can earn:
    - Sapphire and above IBOs earn 2% of their Personal Group (PG)/Ruby PV in the month, if the previous year's minimum monthly average frontline Qs is at least equal to the preceding year, or the current year-to-date average frontline Qs is at least equal to the previous year's minimum monthly average frontline Qs.
  - Platinum Plus: with between 12,500 and 14,999.99 Personal Group (PG)/Ruby PV, an IBO can earn:
    - Sapphire and above IBOs earn 2% of their Personal Group (PG)/Ruby PV in the month, if the previous year's minimum monthly average frontline Qs is at least equal to the preceding year, or the current year-to-date average frontline Qs is at least equal to the previous year's minimum monthly average frontline Qs.
  - Platinum Elite: with between 15,000 and 16,999.99 Personal Group (PG)/Ruby PV, an IBO can earn:
    - Sapphire and above IBOs earn 2% of their Personal Group (PG)/Ruby PV in the month, if the previous year's minimum monthly average frontline Qs is at least equal to the preceding year, or the current year-to-date average frontline Qs is at least equal to the previous year's minimum monthly average frontline Qs.

ANNA GROWTH INCENTIVES (ANA)

ANA Growth Incentives are available to IBOs from the U.S., Canada, Dominican Republic, Haiti and offshore (Caribbean and Pacific Ocean) areas only. They are discretionary and available for a limited time. IBOs must be in good standing with Amway to qualify (see IBO Rules of Conduct).

- IBOs will earn the Plan 2% Ruby Bonus, as calculated below:
  - Ruby: with 15,000 Personal Group (PG)/Ruby PV and above, IBOs will earn the Plan 2% Ruby Bonus, in addition to the 4% Platinum Elite Incentive earned.

Example: If the total frontline Qs two years ago was 24 frontline Qs and fell to 18 frontline Qs last year (average 1.5 Qs per month), an IBO is eligible for a payment when the current year average reaches at least 1.5 frontline Qs per month.
TWO-TIME CASH INCENTIVES

Eligibility
- All IBOs that have not previously achieved in-market Platinum, Founders Platinum, Emerald Bonus and Founders Emerald Bonus. Note: VE Legs with 10 or 11 Q12 months and 108,000 annual Total Downline PV are acceptable.
- IBO can earn all four incentives and multiple incentives within the IBO Fiscal Year.
- IBOs must meet Growth Incentives baseline requirements, including SPA on file.

First-time qualification requirements
- For Platinum: at least six qualified Silver Producer months within the IBO Fiscal Year, three of which must be consecutive.
- For Emerald: at least three groups which qualify at the 25% Performance Bonus level for at least six months of the IBO Fiscal Year.

Repeat qualifications
- IBOs must earn the same incentive in consecutive years.
- IBOs must generate six Q12 months for the Platinum and Emerald Incentives, and 12 Q12 months for the Founders Platinum and Founders Emerald Incentives.

PLATINUM AND EMERALD COMEBACK INCENTIVES

The Platinum and Emerald Comeback Incentives encourage IBOs that have had a previous qualification, but failed to requalify recently, a monetary incentive to rebuild and requalify their businesses.

Eligibility
- IBOs can earn one Comeback Incentive between FY18 and FY20, the highest level earned in the first year a Comeback Incentive is achieved.
- There are no two-time payments associated with the Comeback Incentive.

Qualification requirements
- IBOs who previously achieved Platinum or Founders Platinum qualification before last year, but have not requalified at that level since.
- IBOs who previously achieved Emerald Bonus or Founders Emerald Bonus qualification before FY15, but have not requalified at that level since.

EMERALD AND DIAMOND LEADERSHIP GROWTH INCENTIVES

The Emerald and Diamond Leadership Growth Incentives are for IBO Leaders, in-market Founders Emerald or higher who demonstrate continual growth in their business. IBOs can requalify as long as they grow or sustain Qs.

Eligibility
- A minimum level of in-market Founders Emerald is required (three in-market 12-month Legs). Note: VE Legs with 10 or 11 months and 108,000 annual Total Downline PV are acceptable.
- IBOs will only earn their highest Emerald and Diamond Leadership Growth Incentive per IBO Fiscal Year.
- IBOs must meet Growth Incentive baseline requirements, including SPA on file.
- IBO must be an ANA Amway IBO for at least three years to participate (three-year tenure rule).

Qualification requirements
- A minimum of the equivalent of three in-market Founders Platinum Legs.
- Must qualify Q12.
- Participants cannot drop Qs.
- Platinum Bonus (DBR) is required for payments at or above 54 Qs.
- Only new FAA qualification is allowed after 54 Qs if IBO is a DBR.

In event of a Q drop, holding or growing new ANA FAA* points will maintain eligibility for payment. Cannot drop below 54 Qs and cannot drop more than 5 Qs in current IBO Fiscal Year.

FOUNDERS ACHIEVEMENT AWARDS (FAA)

Contact your Amway Leader Growth Solutions consultant with questions and/or see Document of Record for complete program rules and details. For more information on the FAA Program, log in to Amway.com and search FAA or Founders Achievement Awards.

FAA rewards both domestic and international business development, and FAA payment amounts are determined by PV/BV ratio of the market where FAA points are earned.

IBOs must be a DBR in at least one of their multiple businesses (MB) to be eligible to participate in the new FAA program. A global business (all MBs belonging to the same Global Business Owner) earns a single Global FAA payment.

NEW FAA POINTS

Earn ANA in-market FAA points based on the highest level achieved in each Leg:
- 1.0 FAA points for each Founders Platinum in a Leg with a maximum of 6 Founders Platinum points per Leg.
- 1.5 FAA points for each Emerald Bonus Recipient (EBR) in the Leg.
- 3.0 FAA points for each Diamond Bonus Recipient (DBR) in the Leg.
- Maximum of 30 points per Leg.

This program began September 1, 2017, and will run in tandem with the original FAA program for three years. During the transition period, Amway will pay each IBO the higher payment of the legacy FAA program or the new FAA program. Each qualification period spans an IBO Fiscal Year, beginning with FY18.

LEGACY FAA POINTS

Earn FAA points based on the highest level achieved in each Leg:
- 1.0 FAA points for each Leg with a Founders Platinum as the highest level in the Leg.
- 1.5 FAA points for each Leg with an Emerald Bonus Recipient (EBR) as the highest level in the Leg.
- 3.0 FAA points for each Leg with a Diamond Bonus Recipient (DBR) as the highest level in the Leg.

Refer to the FAA program brochure for more detailed information. Special rules apply for multi businesses and international Legs in both the legacy and new FAA programs.

*For all events in which ANA FAA points are an eligibility requirement, qualification based on the original FAA schedule applies.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.”

Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017: 108,000 Annual Total Downline PV 2.2097%. Refer to inside front cover for further details.
**EVENT QUALIFICATIONS**

**NEW PLATINUM CONFERENCE**
IBOs who have met the following criteria are eligible to attend:
- First-time Qualified Platinums who have not previously attended.
- IBOs from the U.S., Canada, Dominican Republic, Haiti and offshore (Caribbean and Pacific Ocean) areas are included.
- IBOs not able to attend the first NPC following their qualification are eligible to be invited to a second conference.
- Have six Silver Producer months in the same IBO Fiscal Year as the first-time Platinum qualification.

**ACHEIVERS**
IBOs who have met the following criteria are eligible to attend:
- Qualified Founders Platinums who also earn a Q12 Cash Incentive, or
- Qualified Sapphires and above.
- IBOs from the U.S., Canada, Dominican Republic, Haiti and offshore (Caribbean and Pacific Ocean) areas are included.

**LEADERSHIP GROWTH FORUM**
The Leadership Growth Forum is held in conjunction with Achievers. It is designed to encourage sustainable growth.

Qualification requirements
Emeralds and above must meet the following criteria:
- First-time Emerald Bonus participants who have at least 18 ANA frontline Qs, or
- First-time Founders Emerald Bonus participants who have at least 36 ANA frontline Qs from their three in-market Legs all 12 months (VE can be used to count as 12 months), or
- Requalified Emerald Bonus participants with either:
  - 7,500 Average YTD Personal Group (PG)/Ruby PV Side Volume, or
  - Six additional ANA frontline Qs with at least 2,500 Average YTD Personal Group (PG)/Ruby PV Side Volume

Diamonds and above not already qualified for an invitation:
- Diamond Bonus participants with at least 0.5 ANA FAA* growth, or
- First-time Executive Diamonds with at least 54 ANA frontline Qs, or
- Qualified Founders Diamonds and above attaining at least 72 ANA frontline Qs, or
- All Legacy Diamond individuals, or
- All North American Growth Council qualifiers.

**EXECUTIVE DIAMOND CLUB/DIAMOND CLUB**
Qualified Diamonds are invited to Diamond Club. Qualified Executive Diamonds and above are invited to the added Executive Diamond Club days.

Qualification requirements
- A Qualified Diamond is defined as an IBO with approved Diamond qualification during the IBO Fiscal Year.
- A Qualified Executive Diamond or above is defined as an IBO with approved qualification between Executive Diamond and FCA 70 FAA during the IBO Fiscal Year.
- All award qualifications shall be in accordance with the requirements outlined in the Amway Business Reference Guide.
- IBOs from the U.S., Canada, Dominican Republic, Haiti and offshore (Caribbean and Pacific Ocean) areas are included.
- An SPA is required for all IBOs attaining Platinum status after September 1, 2011.

**DIAMOND DREAMS**
IBOs can choose from four customizable destinations: Peter Island†, New York, Sedona and Jackson Hole. Qualified Diamonds and above will receive an invitation to choose one of these destinations after they achieve the qualification requirements. IBOs can earn a second trip with 14 or more ANA FAA* points.

Qualification requirements
First invitation:
- First-time Diamonds with at least 36 ANA Qs.
Requalified Diamonds with less than 144 Qs or 12 ANA FAA* points:
- Qualifying DBR with 54 ANA Qs including three in-market Founders Legs (36 of the 54 frontline Qs – VE counts as 12 Qs), and
- Growth requirement:
  - Add at least six additional ANA Qs, or
  - Add at least 0.5 ANA FAA* points during the performance year and maintain Qs.
Requalified Diamonds with at least 144 Qs or 12 ANA FAA* points:
- DBRs at 144 ANA Qs or 12 ANA FAA* points automatically qualify for the trip even if there is a reduction in Qs or ANA FAA* points.

**Be Our Guest**
Make the most of your trip with an Amway host. Simply request one when you begin planning your Diamond Dreams experience. To learn more, ask your Amway Leader Growth Solutions consultant.

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†PLEASE NOTE: Peter Island and the surrounding U.S. and British Virgin Islands suffered significant damage from Hurricane Irma. The island will be closed for the 2018 and 2019 seasons. For updates on the Peter Island rebuild project, please contact Special Events. Because Diamond Dreams now offers a choice of four locations for a can’t-miss luxury experience, we are phasing out the cash-out option as of August 31, 2018.

*For all events in which ANA FAA points are an eligibility requirement, qualification based on the original FAA schedule applies.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.”
Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:
- New Platinum Conference 0.1853%;
- Achievers International 0.6746%;
- Leadership Growth Forum 0.08%;
- Executive Diamond Club 0.0157%;
- Diamond Club 0.0467%;
- and Diamond Dreams 0.02%. Refer to inside front cover for further details.
**NORTH AMERICAN GROWTH COUNCIL**

North American Growth Council invitations are extended to IBOs who achieve Diamond Bonus Recipient, are qualified for Executive Diamond Club, have at least three qualified in-market 12-month Legs and attain one of the following:
- 84 in-market frontline Qs, or
- 10 in-market ANA FAA* credits, or
- 72 or more in-market frontline Qs with at least six additional Qs over the prior year.

A Qualified Executive Diamond is defined as an IBO with approved Executive Diamond qualification during the IBO Fiscal Year. A Diamond Bonus recipient is an IBO with an approved Diamond Bonus record during the IBO Fiscal Year. All award qualifications shall be in accordance with the requirements outlined in the Amway Business Reference Guide. Invitations are 100% at Amway’s discretion.

You can track your progress on Amway.com > Business Center > Business Reports > GI Program Tracking. See your Amway Leader Growth Solutions consultant for details.

**PIN LEVELS**

Achieve new Pin levels associated with greater rewards.

Get there by helping downline leaders qualify too. Sustainable businesses that continue to qualify and grow build both width and depth. It’s a winning combination of profitability and strength.

<table>
<thead>
<tr>
<th>PIN LEVEL</th>
<th>REQUIREMENTS</th>
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<tbody>
<tr>
<td><strong>QUALIFICATION</strong></td>
<td><strong>MONTHS WITHIN IBO FISCAL YEAR</strong></td>
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<tr>
<td>Silver Producer</td>
<td>7,500 PV 1 month</td>
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<tr>
<td>Gold Producer</td>
<td>7,500 PV 3 months</td>
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<tr>
<td>Platinum</td>
<td>7,500 PV 6 months</td>
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<tr>
<td>Founders Platinum</td>
<td>7,500 PV 12 months</td>
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<tr>
<td>Ruby</td>
<td>15,000 PV 1 month</td>
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<td>Founders Ruby</td>
<td>15,000 PV 12 months</td>
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<tr>
<td>Sapphire</td>
<td>2 25% Legs Plus 2500 PV 6 months</td>
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<tr>
<td>Founders Sapphire</td>
<td>2 25% Legs Plus 2500 PV 12 months</td>
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<tr>
<td>Emerald</td>
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<tr>
<td>Founders Emerald</td>
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<tr>
<td>Diamond</td>
<td>6 25% Legs 6 months</td>
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<tr>
<td>Founders Diamond</td>
<td>6 25% Legs or 8 FAA 12 months</td>
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<tr>
<td>Executive Diamond</td>
<td>9 25% Legs or 10 FAA 6 months</td>
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<tr>
<td>Founders Executive Diamond</td>
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<td>Founders Double Diamond</td>
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<td>Crown</td>
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<td>18 25% Legs or 25 FAA 12 months</td>
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<tr>
<td>Crown Ambassador</td>
<td>20 25% Legs or 27 FAA 6 months</td>
</tr>
<tr>
<td>Founders Crown Ambassador</td>
<td>20 25% Legs or 30 FAA 12 months</td>
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To learn more about Pin Level qualifications and the New Global Award Recognition, refer to your Amway Business Reference Guide by searching the online Resource Center located on Amway.com.

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*For all events in which ANA FAA points are an eligibility requirement, qualification based on the original FAA schedule applies.

**The average monthly Gross Income for “active” IBOs in the U.S. was $207.**

Approximately 48% of IBOs in the U.S. were “active.”

Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:

North American Growth Council 0.0100%; Gold Producer 1.6937%; 7500 PV 1.6032%; and 15,000 Ruby PV 0.1021%. Refer to inside front cover for further details.
The average monthly Gross Income for “active” in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.”

Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:

- New Platinum Conference 0.01853%
- Achievers International 0.6746%
- Leadership Growth Forum 0.08%

Refer to inside front cover for further details.

DISCRETIONARY BUSINESS CONFERENCES AND TRIPS

YOUR BUSINESS CAN REALLY TAKE YOU PLACES.

Exciting destinations, amazing experiences, important learning opportunities – invitations to exclusive conferences and trips are awarded at several achievement levels.

NEW PLATINUM CONFERENCE
Celebrate your first major milestone as a business owner, get an exclusive tour of Amway World Headquarters and build your leadership strength with powerful opportunities and resources.

GET THERE by reaching Platinum for the first time and qualifying for at least six months in the IBO Fiscal Year.

Achievers
Join thousands of leading Amway IBOs to celebrate, connect and bring extraordinary value back to your group. Expect inspired business meetings and invaluable business-building tools, plus great entertainment and leisure!

GET THERE by qualifying as a Q12 Platinum, Sapphire or above.

LEADERSHIP GROWTH FORUM
This event adjacent to Achievers is designed to help IBOs who meet specific qualification criteria learn how to keep growing their business.

GET THERE by meeting qualifications described on page 18.

IBOs must be in compliance at all times with the Amway IBO Compensation Plan, Quality Assurance Standards and the IBO Rules of Conduct to keep their invitation to Amway incentive trips. Trip locations are subject to change. Available only to IBOs whose conduct demonstrates high ethical and business standards aligned with the goals and objectives of Amway and its related businesses. Refer to pages 18–19 for further details.

ADA, MICHIGAN, IN 2019
DALLAS, TEXAS, IN 2019
DALLAS, TEXAS, IN 2019
Aim to attend this premier event, where top North American Amway IBOs come together in partnership with Amway executives in some of the most awe-inspiring places in the world to celebrate and plan the future of the business.

**GET THERE** by meeting qualifications described on page 18.

**DIAMOND DREAMS**

beBOLD with exhilarating adventures, or unFOLD, relax and recharge. Thrilling activities and personal luxury await on this completely customizable reward trip, created just for you.

**Choose from several exciting locations:**
- Peter Island, British Virgin Islands†
- Sedona, Arizona
- New York City, New York
- Jackson Hole, Wyoming

**GET THERE** by meeting qualifications described on page 18.

**NORTH AMERICAN GROWTH COUNCIL**

†Peter Island is closed for the 2018 and 2019 seasons; refer to pages 18–19 for further details.

The average monthly Gross Income for “active” IBOs in the U.S. was $207.

Approximately 48% of IBOs in the U.S. were “active.”

Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the IBO Fiscal Year ending August 31, 2017:

- Executive Diamond Club 0.0157%
- Diamond Club 0.0467%
- Diamond Dreams 0.02%
- North American Growth Council 0.01%
- Global Founders Council 0.003%

Refer to inside front cover for further details.
REWARD YOURSELF

Amazing destinations are within reach when you grow and sustain your Amway™ business.

See pages 20–21 for exciting travel opportunities.

READY TO PLAN YOUR ADVENTURE?

A60 will be the largest-ever gathering of Diamonds (and above) – a once-in-a-lifetime, global celebration. With endless activities and experiences planned, there’s no limit to what you can do at A60.

Those who qualified have secured their invitation to The Greatest Adventure Ever, with numerous Amway-sponsored activities as they explore Las Vegas.

2019 Event Dates
Founders Council May 16–22
Executive Diamond Club May 17–22
Diamond Club May 18–22

The average monthly Gross Income for “active” IBOs was USD $207 (in the U.S.)/CAD $186 (in Canada).

Approximately 48% of IBOs in the U.S., and 52% of IBOs in Canada, were “active.” Following are approximate percentages of IBOs in North America who achieved the illustrated levels of success in the performance year ending August 31, 2017: Diamond 0.0190%; Founders Diamond 0.0110%; Executive Diamond and Above 0.0157%.

Refer to inside front cover for further details.