

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 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 icing bonus processing) who have joined as DXN member after the implementation of IOC.
 - iii) **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 in the Intend form. Otherwise IOC system will automatically place the said new downline under the 1st iCode.**

3. 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.
4. 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.
5. 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).
6. **There is no any qualification or monthly maintenance needed to entitle for this bonus. All active member of DXN will be entitled for IOC 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.

IOC TSI Point Calculation

From Level of iMember Downlines	IOC TSI Points Earned
Personal -QSA	iSVx30%
1 st Level QSA	iSVx15%
2 nd Level QSA	iSVx10%
3 rd Level QSA	iSVx5%
4 th Level QSA	iSV x5%
5 th Level QSA	iSVx5%

Terms and Conditions:

- 1.IOC TSI points will be calculated based on Malaysia rate, which means all the points of each country will be converted to Malaysia points before the calculation.
- 2.IOC TSI points will be calculated in monthly basis based on Icing Hierarchy as shown in the above tables. The calculated IOC TSI Points will be added to the existing TSI Points for the TSI Trip under existing Marketing Plan(SIMP).
- 3.Only SA or SD who have maintained (qualified) status under the Marketing Plan(SIMP) at a particular month (QSA,QSD) will be entitled for the IOC TSI points in that month including his/her personal IOC TSI points as well as the IOC TSI Points from his/her downlines.
- 4.Any SA or SD who did not maintain under the Marketing Plan (SIMP) at a particular month will not be entitled for his/her personal IOC TSI Points and any IOC TSI Points from his/her downlines.
- 5.IOC TSI Points will be compressed up to 5th level based on the available QSA/QSD.
- 6.DXN reserves the right to add/amend/modify any of the terms and conditions above.
- 7.The TSI terms and conditions apply for the qualification of the TSI Trip.