



## MiVeda India Compensation Plan

| Distributor Status   | Bronze | Silver | Gold   | Emerald | Diamond | Executive Diamond | Super Diamond |
|--|--------|--------|--------|---------|---------|-------------------|---------------|
| <b>Number of Teams or Legs required</b>  | 1      | 2      | 3      | 4       | 5       | 6                 | 7             |
| <b>Minimum Team or Leg Volume</b><br>Per Month (1 CV = 1 INR)  |        | 25,000 | 35,000 | 45,000  | 80,000  | 80,000            | 120,000       |
| <b>Minimum Organisation (Total Group) Volume</b><br>Per Month (1 CV = 1 INR)   |        | 60000  | 2 Lacs | 4 Lacs  | 20 Lacs | 30 Lacs           | 50 Lacs       |
| <b>Payment Levels (under the respective distributor) - payment is the percentage shown of the total sales (Rupees) at each level</b> |        |        |        |         |         |                   |               |
| <b>Level 1</b>   | 12%    | 12%    | 12%    | 12%     | 12%     | 12%               | 12%           |
| <b>Level 2</b>   | 6%     | 6%     | 6%     | 6%      | 6%      | 6%                | 6%            |
| <b>Level 3</b>   |        | 4%     | 4%     | 4%      | 4%      | 4%                | 4%            |
| <b>Level 4</b>   |        |        | 3%     | 3%      | 3%      | 3%                | 3%            |
| <b>Level 5</b>   |        |        |        | 5%      | 5%      | 5%                | 5%            |
| <b>Level 6</b>   |        |        |        |         | 7%      | 7%                | 7%            |
| <b>Car Bonus</b>   |        |        |        | Yes     | Yes     | Yes               | Yes           |
| <b>Pooled Bonuses</b>  |        |        |        |         |         |                   |               |
| <b>Emerald Bonus</b><br><small>Shared between all distributors at Emerald or above</small>   |        |        |        | 1%      | 1%      | 1%                | 1%            |
| <b>Diamond Bonus</b><br><small>Shared between all distributors at Diamond or above</small>   |        |        |        |         | 1%      | 1%                | 1%            |
| <b>Executive Diamond Bonus</b><br><small>Shared between all distributors at Executive Diamond or above</small>                       |        |        |        |         |         | 2%                | 2%            |
| <b>Super Diamond Bonus ***</b><br><small>Shared between all distributors at Super Diamond</small>                                    |        |        |        |         |         |                   | 3%            |
| <b>Retail Bonus**</b>  | 3%     | 3%     | 3%     | 3%      | 3%      | 3%                | 3%            |
| <b>Charity Bonus</b><br><small>Shared between nominated Charities</small>  |        |        |        |         |         |                   | 1%            |

\*\* Shared between all distributors who have a personal volume of more than 1 Lac per month (Limited to 3 Lacs per month per distributorship)

\*\*\* Split into a 1% automatic bonus and a 2% discretionary bonus (see Pooled Bonus Explanation)