

Nikken 2013 Compensation Plan

| Rank | PV | PGV |
|-------------|-----------|---|
| Direct | 500 | |
| Senior | | 1500 |
| Executive | | 4000 |
| Silver | | 12,000(one or three consecutive months) |

Ongoing monthly leadership qualification...

| Rank | PV | PGV | OV | Non-Primary Leg OV |
|---------------|-----------|------------|-----------|---------------------------|
| Silver | 100 | 2000 | 4000 | |
| Gold | 100 | 1500 | 10,000 | |
| Platinum | 100 | 1000 | 30,000 | 10,000 |
| Diamond | 100 | 1000 | 100,000 | 33,000 |
| Royal Diamond | 100 | 1000 | 300,000 | 100,000 |

Main changes from previous Compensation Plan:

- *Easier one-time qualification for Executive & Silver
- *Increase PGV for Diamond & Royal Diamond
- *Introduction of Organizational Volume
- *Reduction of leadership commission to 15% if PGV is not attained
- *Loss of 6% leadership bonus if OV is not attained
- *Leadership ranks can be anywhere in a leg, not just 1st level

From January 2013 to July 2013, 50% of the leadership bonus will be paid on those levels below the 'paid rank'. If a Gold has met the PV & PGV requirements, and has 8,000 OV, then they will earn 3% of their 3rd level activity, but a full 6% of their 1st & 2nd levels. Starting in July 2013, the plan takes full effect.

Starting in January 2013, a Gold who has 3 Silver 1st level legs, but a Gold under each of those Silvers will instantly become a Platinum. The Golds can be anywhere in the organization, regardless of how far deep.

The philosophy behind these improvements is to reward those who are continually building and producing. The introduction of an OV creates larger volumes so that the upper ranks are more attractive. The 'once & done' leadership plan of old did not foster continued growth, but a retirement mode. The new plan encourages activity.

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