

## M.S JMVD BUSINESS PLAN

### INCENTIVE DISTRIBUTION TO M/S JMVD DIRECT SELLERS

#### 1. PERFORMANCE INCENTIVE ON DIFFERENTIAL BASIS

SALES IN BVs (BUSINESS VOLUME)	INCENTIVE ON DIFFERENTIAL BASIS
0001 TO 9999	6% OF ACTUAL BVs
10,000 TO 19,999	7% OF ACTUAL BVs
20,000 TO 39,999	8% OF ACTUAL BVs
40,000 TO 79,999	9% OF ACTUAL BVs
80,000 TO 1,49,999	10% OF ACTUAL BVs
1,50,000 TO 2,49,999	14% OF ACTUAL BVs
2,40,000 TO 3,49,999	18% OF ACTUAL BVs
3.50.000 AND ABOVE	22% OF ACTUAL BVs

#### 2. ACHIEVERS INCENTIVE

SALES IN BVs IN LEG "A"	SALES IN BVs IN LEG "B" PLUS ALL OTHER LEGS	INCENTIVE PERCENTAGE PM DIFFERENTIAL BASIS
3,50,000	80.000 TO 1,49,999	2% OF ACTUAL MATCHING BVs
3,50,000	1,50,000 TO 2,49,999	4% OF ACTUAL MATCHING BVs
3,50,000	2,50,000 TO 3,49,999	6% OF ACTUAL MATCHING BVs
3,50,000 AND UPWARDS	3,50,000 AND UPWARDS	8% OF ACTUAL MATCHING BVs


**JMVD MULTITRADE PVT. LTD.**
**3. SUPER ACHIEVERS INCENTIVE**

SALES IN BVs IN LEG "A"	SALES IN BVs IN LEG "B" PLUS ALL OTHER LEGS	INCENTIVE PERCENTAGE ON DIFFERENTIAL	NAME OF INCENTIVE
3,50,000	80.000 TO 1,49,999	1% OF ACTUAL MATCHING BVs	DRESS CODE INCENTIVE
3,50,000	80.000 TO 1,49,999	1% OF ACTUAL MATCHING BVs	BUSINESS DEVELOPMENT INCENTIVE
3,50,000	1,50,000 TO 2,49,999	1% OF ACTUAL MATCHING BVs	EDUCATION INCENTIVE
3,50,000	1,50,000 TO 2,49,999	1% OF ACTUAL MATCHING BVs	TRAINING INCENTIVE
3,50,000	2,50,000 TO 3,49,999	1% OF ACTUAL MATCHING BVs	BIKE MAINTENANCE INCENTIVE
3,50,000 TO 9,99,999	3,50,000 TO 9,99,999	1% OF ACTUAL MATCHING BVs	TRAVEL INCENTIVE
10,00,000 TO 19,99,999	10,00,000 TO 19,99,999	0.6% OF ACTUAL MATCHING BVs	HOUSE INCENTIVE
20,00,000 TO 39,99,999	20,00,000 TO 39,99,999	0.6% OF ACTUAL MATCHING BVs	CAR INCENTIVE
40,00,000 TO 79,99,999	40,00,000 TO 79,99,999	0.6% OF ACTUAL MATCHING BVs	TRAINER'S INCENTIVE
80,00,000 TO 1,49,99,99	80,00,000 TO 1,49,99,999	0.6% OF ACTUAL MATCHING BVs	SUPER TRAINER'S INCENTIVE
1,50,00,000 AND ABOVE	1,50,00,000 AND ABOVE	0.6% OF ACTUAL MATCHING BVs	LOYALTY INCENTIVE


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**4. ACHIEVERS CONSISTENCY INCENTIVE**

SALES IN BVs IN LEG "A"	SALES IN BVs IN LEG "B" PLUS ALL OTHER LEGS	INCENTIVE PERCENTAGE ON DIFFERENTIAL
5,00,000 TO 9,99,999	5,00,000 TO 9,99,999	1% OF ACTUAL MATCHING BVs
10,00,000 TO 19,99,999	10,00,000 TO 19,99,999	1,75% OF ACTUAL MATCHING BVs
20,00,000 TO 39,99,999	20,00,000 TO 39,99,999	2.5% OF ACTUAL MATCHING BVs
40,00,000 TO 79,99,999	40,00,000 TO 79,99,999	3% OF ACTUAL MATCHING BVs
80,00,000 TO 1,49,99,999	80,00,000 TO 1,49,99,999	3.5% OF ACTUAL MATCHING BVs
1,50,00,000 TO 2,49,99,999	1,50,00,000 TO 2,49,99,999	4% OF ACTUAL MATCHING BVs
2,50,00,000 TO 4,99,99,999	2,50,00,000 TO 4,99,99,999	4.25% OF ACTUAL MATCHING BVs
5,00,00,000 TO 9,99,99,999	5,00,00,000 TO 9,99,99,999	4.5% OF ACTUAL MATCHING BVs
10,00,00,000 TO 24,99,99,999	10,00,00,000 TO 24,99,99,999	4.75% OF ACTUAL MATCHING BVs
25,00,00,000 AND UPWARDS	25,00,00,000 AND UPWARDS	5% OF ACTUAL MATCHING BVs

**NOTES ON ELIGIBILITY FOR THE ABOVE INCENTIVES AND PAYMENTS THEREOF**

1. MINIMUM MONTHLY SELF-SALE FOR BEING ELIGIBLE TO CLAIM PERFORMANCE INCENTIVE IS 1000 BVs, FOR ACHIEVER AND SUPERACHIEVER INCENTIVE IS 1750 BVs, AND FOR ACHIEVERS CONSISTENCY INCENTIVE IS 2000 BVs
2. HOWEVER SELF-SALE CAN BE DONE EITHER IN THE MONTH OF CALCULATION OR IN THE SUCCEEDING MONTH ( WITH THE PRIOR APPROVAL OF M/S JMVD). M/S JMVD RETAINS ITS RIGHT TO WITHHOLD THE PAYMENT OF THE INCENTIVE TILL THE DIRECT SELLER HAS ACHIEVED THE PRESCRIBED SELF-SALE AND FULLY BECOME ELIGIBLE FOR THE INCENTIVE.

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3. ALL INCENTIVES ARE SUBJECT TO TDS DEDUCTIONS ON ACCOUNT OF INCOME TAX AND ANY OTHER STATUTORY DEDUCTION AS MAY BE APPLICABLE ON THE DATE OF ELIGIBILITY
4. INCENTIVES SHALL BE CALCULATED ON AN ENGLISH CALENDER MONTHLY BASIS TO BE CALCULATED AND PAID IN THE SUCCEEDING MONTH OF PERFORMANCE, ON OR BEFORE A DATE ANNOUNCED BY THE DIRECT SELLING ENTITY FROM TIME TO TIME, AND IN CASE OF ACHIEVERS CONSISTENCY INCENTIVE, THE SAME SHALL BE PAYABLE FROM THE FOURTH MONTH ONWARDS IN WHICH THE DIRECT SELLER HAS ATTAINED THE ELIGIBILITY BY CONSISTENTLY PERFORMING AND ACHIEVING A SALES OF 3,50,000 BVs OF MORE IN BOTH LEGS FOR THREE MONTHS REGULARLY.
5. NO INCENTIVE SHALL BE PAID IF THE INCENTIVE AMOUNT IS LESS THAN RS 500/- ( RUPEES FIVE HUNDRED ONLY). HOWEVER THE SAME SHALL BE PAYABLE IN SUBSEQUENT MONTH (S) WHEN THE TOTAL AMOUNT OF CUMULATIVE INCENTIVE CROSSES RS 500/-.
6. INCONSISTENCY OR ERROR OR MISCALCULATION OR SHORT PAYMENT ON ACCOUNT OF HUMAN ERROR OR FOR ANY OTHER REASONS WHATSOEVER. MAY BE BROUGHT IMMEDIATELY OR WITHIN A REASONABLE TIME FRAME, TO THE NOTICE OF THE GRIEVANCE REDRESSAL OFFICER WHO IS AUTHORISED TO RESOLVE THE GRIEVANCE WITHIN 30 DAYS' OF THE RECEIPT OF SUCH COMMUNICATION AS PER THE GRIEVANCE REDRESSAL POLICY OF M/S JMVD.

**TRUE COPY**

**THIS DOCUMENT FORMS PART OF THE "DIRECT SELLERS' E-CONTRACT AGREEMENT**