




# **INTERNATIONAL SPONSORING POLICY**






Amway Business Owners (ABOs) may develop their Amway businesses through: (I) the international sponsorship of other ABOs; or (II) the establishment and international sponsorship of their own international multiple or second businesses (“Multiple Business”).

International sponsorship of other ABOs and of Multiple Businesses, as well as international solicitation, are governed by applicable laws and regulations and Amway’s Rules of Conduct, Policies, and Commercial Principles as set forth from time to time (Amway Rules of Conduct and Policies), including the specific Policies set forth below.

### **I. International Sponsorship of Prospective ABOs**

International Sponsoring occurs when an ABO with an existing Amway business (the International Sponsor) introduces the Amway business to, and subsequently sponsors, a prospective ABO in another market (the Internationally Sponsored ABO). The International Sponsor will provide offshore support to the Internationally Sponsored ABO, who will also be provided an in-market sponsor (the Foster Sponsor).

- A. An International Sponsor has initial and ongoing obligations to their Internationally Sponsored ABO(s).
  - 1. The International Sponsor shall:
    - a. Personally know and personally introduce the business to the Internationally Sponsored ABO, such that the Internationally Sponsored ABO identifies the International Sponsor when registering with Amway;
    - b. Arrange, either directly or through Amway, for a Foster Sponsor to locally sponsor the Internationally Sponsored ABO;
    - c. Communicate with the Internationally Sponsored ABO on a regular basis, encouraging the Internationally Sponsored ABO to build the business in a manner appropriate to the market and consistent with the contractual obligations the local ABO has to the Amway affiliate; and
    - d. Communicate with and provide support to the Foster Sponsor as the Foster Sponsor provides ongoing in-market support to the Internationally Sponsored ABO.
  - 2. The International Sponsor shall not:
    - a. Interfere with the Foster Sponsor’s provision of support and training to the Internationally Sponsored ABO;
    - b. Conduct business in the market beyond the extent allowed by applicable law and the Amway Rules and Policies;
    - c. Present the Amway Sales and Marketing Plan for that market to the prospective ABO (that is the role of the Foster Sponsor and/or the local Amway affiliate); or
    - d. Share or ship products, literature, sales aids, or training materials from outside the Internationally Sponsored ABO’s market to the Internationally Sponsored ABO.


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3. The International Sponsor should fulfill all responsibilities as an International Sponsor from outside the market where the Internationally Sponsored ABO is located. The International Sponsor may only travel to the international market to the extent allowed by applicable law and Amway Rules and Policies.
- B. The Foster Sponsor shall present and explain the Amway Sales and Marketing Plan to the Internationally Sponsored ABO and have ongoing responsibility for the training, education, and motivation of the Internationally Sponsored ABO as provided for in the Amway Rules and Policies.
  - C. The Internationally Sponsored ABO shall, at the time of signing the application, place the International Sponsor's and Foster Sponsor's names and ABO numbers on the application and complete and sign an international sponsoring addendum.
    1. When a prospective ABO is introduced to the Amway business by an in-market sponsor, no international sponsorship exists, and no International Sponsor may be identified on that ABO's Amway application.
    2. The Internationally Sponsored ABO shall only identify an International Sponsor if that person personally introduced the Internationally Sponsored ABO to the Amway business.
    3. After the Internationally Sponsored ABO's registration has been submitted to and accepted by Amway, any change to the International Sponsor on the application form can only be undertaken in accordance with Amway Rules and Policies.
  - D. When establishing an international linkage or linkages, it is important for the International Sponsor to understand that Amway at its sole discretion may refuse to recognize and/or pay compensation under the Amway Sales and Marketing Plan to any structure which Amway determines is a market plan distortion.

## **II. International Sponsorship of a Multiple Business**

In some markets in which Amway is present, the law allows a foreigner to own and operate an Amway business, which is considered the Multiple Business of any foreigner already registered as an Amway ABO in another Amway market. The ABO must then internationally sponsor this Multiple Business and link it as such.

- A. In order to establish a Multiple Business in another market, an ABO must currently be at least a Qualified Platinum in an Amway market. An ABO residing outside of his/her home market may be exempt from the current Qualified Platinum requirement if the ABO can provide proof of residency and/or has an immediate family member in the target market and is eligible to own and operate an Amway business in the target market. Effective June 1, 2016, the Multiple Business Certificate test is no longer required, however, the Multiple Business Training is strongly recommended.

For those ABOs setting up a Multiple Business within Europe and Ukraine, with the original international sponsoring (primary) business already existing in Europe/Ukraine the minimum Platinum requirement does not apply. Europe and Ukraine will be considered one market. This does not apply to South Africa nor Russia.



In addition, certain markets may impose more stringent requirements. For example, Amway China Sales Representatives must be at the Sr Sales Manager level or above before they are eligible to open a Multiple Business in another Amway market and they are still required to pass the Multiple Business Certification test. Another example is that Amway Japan Distributors must be a Diamond Bonus Recipient (DBR) in the prior Performance Year in order to be eligible to open a Multiple Business in another Amway market.

- B. When establishing a Multiple Business in a foreign country, the ABO must designate one of their existing businesses as the International Sponsor on the application.
- C. Before establishing a Multiple Business, foreign ABOs must adhere to local laws and regulations. In addition, Multiple Business owners must fulfill their responsibilities as sponsors in the international market; they must build balanced Multiple Businesses, including personally providing training and support to their downline ABOs or, alternatively, making arrangements for the provision of the same according to Amway's Rules of Conduct and Policies.
- D. Effective September 1, 2017, once an ABO establishes a Multiple Business in an Amway market, the ABO may only Internationally Sponsor new ABOs downline of that Multiple Business. Any international sponsorship established prior to September 1, 2017, will be grandfathered in and not impacted.
- E. While building a Multiple Business, ABOs remain responsible for meeting their obligations under Amway's Rules of Conduct and Policies in all markets in which they do business.

### **III. International Solicitation Policy**

When registering with Amway, ABOs make their own decisions to identify a sponsor and/or International Sponsor and are not required to join the same line of sponsorship in all markets. However, solicitation of existing ABOs (as well as prospective ABOs) is governed by Amway Rules of Conduct and Policies, and improper solicitation is subject to corrective action by Amway.

- A. As ABOs attempt to internationally sponsor other personally known ABOs or to build their own Multiple Businesses, they may only approach personally sponsored ABOs. Soliciting any other existing ABOs is a violation of Amway Rules of Conduct and Policies.
- B. More restrictive Amway Rules of Conduct and Policies may apply. For example, in some markets ABOs building Multiple Businesses may not solicit *any* ABO, including personally sponsored ABOs. It is the responsibility of each ABO to consult with the local Amway affiliate regarding local rules and policies.