

ELKEN
GLOBAL

English



MALAYSIA



MALAYSIA COMPENSATION PLAN

MY Plan (Not applicable to Global)



MALAYSIA

THE BASICS



Learn the basics
and set yourself
on the path to success

3 TYPES OF CUSTOMERS



Retail Customers (RC)

Those who buy company products at a fixed retail price are referred to as Retail Customers (RC).



Preferred Customers (PFC)

To enjoy specific shopper benefits including up to 30% off the retail price of Elken products, buyers have the option to join as members by paying a token Access Fee annually. They then become Preferred Customers (PFC).



Brand Ambassadors (BA)

When members inspire their group to earn and experience unlimited possibilities, they are inducted as Brand Ambassadors (BA). BAs are enthusiastic about advocating Elken's products and benefits, and use a wide variety of company products to truly connect with the brand.

Brand Ambassadors can be part of the Financial & Lifestyle Rewards Program, while benefiting from similar privileges accorded to Preferred Customers.

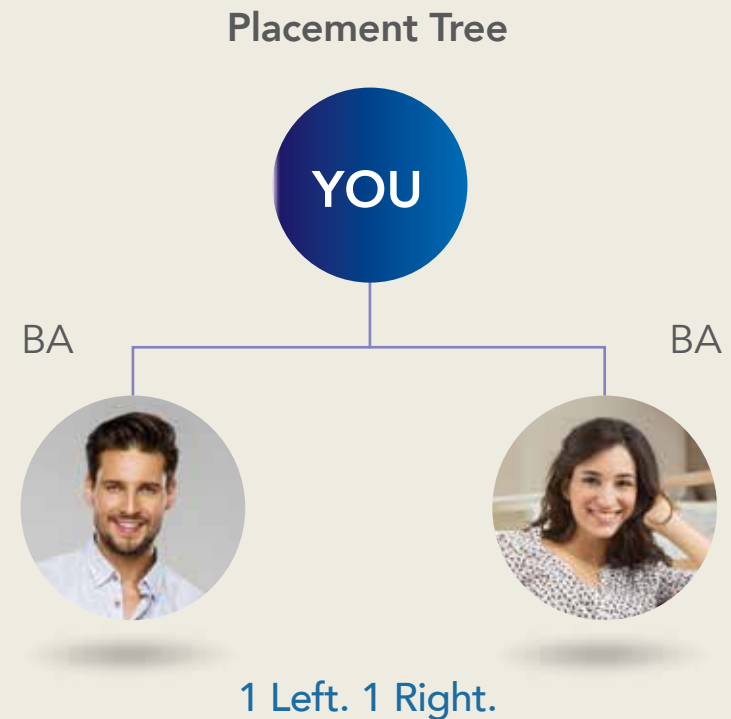
SPONSOR TREE VS. PLACEMENT TREE

Sponsor Tree

You build your first level in your Sponsor Tree when you directly sponsor a Retail Customer, Preferred Customer or Brand Ambassador (BA). When your first level subsequently sponsors their own level one, this will become your level two, and built upon thereafter.

Placement Tree

1. You have the option to place on the bottom Left Leg or bottom Right Leg of your Placement Tree, a directly sponsored BA.
2. The account of your Pay Leg, is where your directly sponsored Retail Customers and Preferred Customers will be fixed.



CYCLE VS. PAY PERIOD

Cycle

All product orders are sorted into fortnightly Cycles, with the first Cycle being from the 1st to the 16th monthly, while the second Cycle is from the 16th to the 1st of the following month.

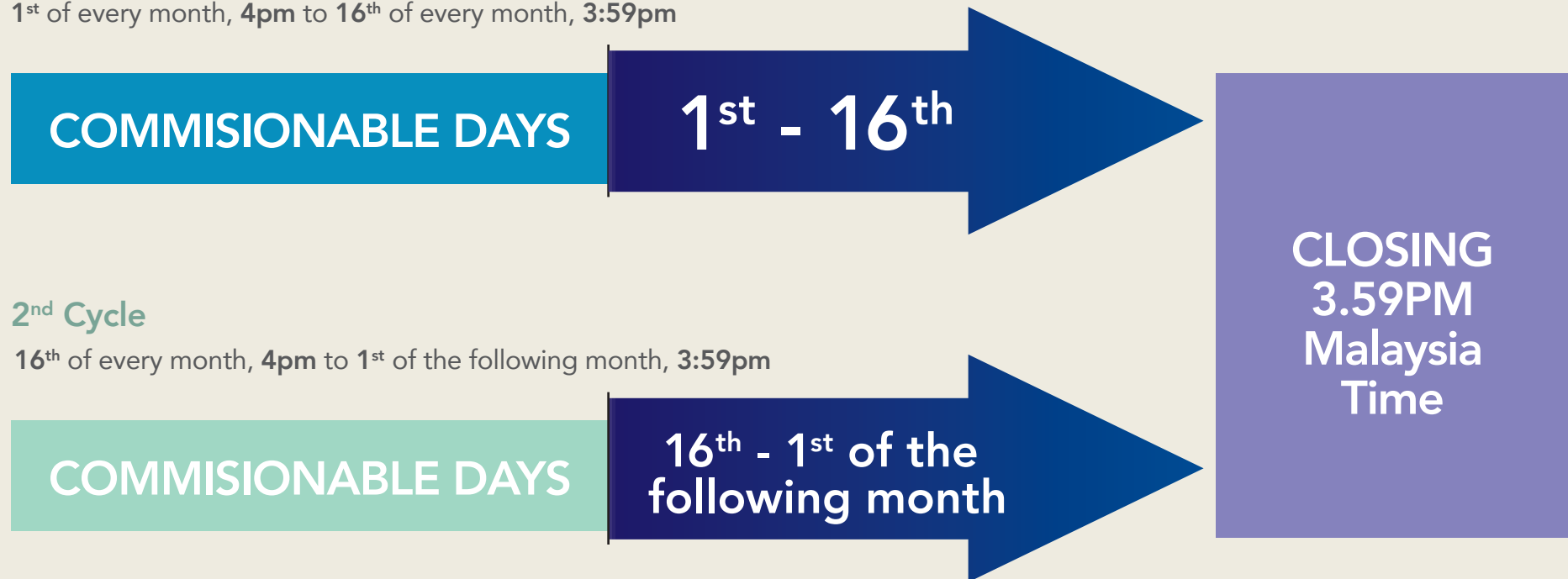
To calculate your rank, commissions and bonuses, the total **Business Volume (BV)** in that Cycle is taken into consideration, with the higher ranking ones naturally earning more.

Note:

All Cycles close at 3.59pm, Malaysia Time.

1st Cycle

1st of every month, 4pm to 16th of every month, 3:59pm



FINANCIAL & LIFESTYLE REWARDS

1. Retail Bonus (RB)
2. Infinity Welcome Bonus (IWB)
3. Team Volume Commission (TVC)
4. Matching Bonus (MB)
5. Global Pool Bank (GPB)
6. Car & Luxury Home Promotion (CHP)

1 RETAIL BONUS (RB)

Paid every Cycle. Must be an Active Brand Ambassador.

When you are a BA, one of the first ways to earn commission is by selling our products to your personal Retail Customers at Retail Price. Retail Customers do not need to join as Members – these can be your family members, friends or people you connect with on social media. You will receive up to 30% Retail Bonus, which is

the difference between the Retail and Member Price, on any products they purchase via your website. You can also earn Retail Bonus by purchasing products at Member's Price from the Company's website and reselling it at the standard Retail Price.



2 INFINITY WELCOME BONUS (IWB)

IWB up to 25%. Paid every Cycle for Active BA.

1st Level

As an Active BA, you are eligible to earn **20%** Infinity Welcome Bonus (IWB) from the BV of the first order (Kit or product(s)) that your personally sponsored Preferred Customer or Brand Ambassador purchases.

2nd Level

As an Active Builder at Builder Zone, Director or Diamond Zone, you will be eligible to earn an **extra 2%** IWB from the BV of the first order (Kit or product(s)) to members on the 2nd level of your SPONSOR TREE.

3rd Level

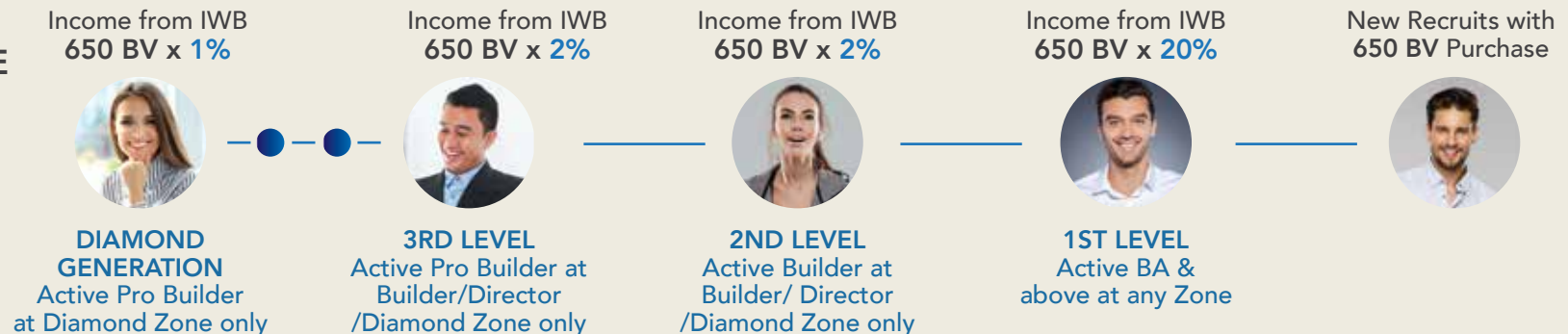
As an Active Pro-Builder at Builder Zone, Director or Diamond Zone, you will be eligible to earn an **extra 2%** IWB from the BV of the first order (Kit or product(s)) to members on the 3rd level of your SPONSOR TREE.

Diamond Generation

As an Active Pro-Builder at Diamond Zone, you will be eligible to earn an **extra 1%** IWB from the BV of the first order (Kit or product(s)) to members from the 1st level of your SPONSOR TREE onwards.

The Diamond Generation is based upon a roll-up concept from the 1st level onwards. It is a special bonus for the 1st qualified Diamond Zone in your sponsor line.

Example:
SPONSOR TREE



3 TEAM VOLUME COMMISSION (TVC)

Paid every Cycle for Active Builders

Your TVC Level is based on the Kits or products that you buy when you enroll. To qualify for a higher TVC level, you may upgrade your Kit and pay the difference within 4 Cycles. However, you must purchase the entire Kit (either 300 BV or 650 BV) in only 2 single receipts within the first 4 Cycles. This may or may not include the kit you purchased in your first Cycle.

For example: If you enrol using a Basic Kit (30 BV), you will qualify for 10% TVC. If you upgrade your Kit in any of the subsequent 3 Cycles by topping up 270 BV in a single receipt, you will accumulate a total of 300 BV that qualifies you for 15% TVC. You can also upgrade anytime after the first 4 Cycles by purchasing the Kit at full BV (300 BV or 650 BV) in a single bill. Once you qualify for a higher TVC Level, your TVC Level will remain unless you upgrade, up to the maximum of 20% TVC.

TVC
10%

Buy a
**BASIC
30 KIT**
(30BV - 299BV)

TVC
15%

Buy an
**ADVANCED
300 KIT**
(300BV - 649BV)

OR
upgrade your Kit to
300 BV in 4 Cycles
in 2 single bills

TVC
20%

Buy a
**PREMIUM
650 KIT**
(650BV or >)

OR
upgrade your Kit to
650 BV in 4 Cycles
in 2 single bills

An upgrade is only available after your initial Kit purchase during enrolment.

Upgrade Kits do not count towards the monthly Active requirement.

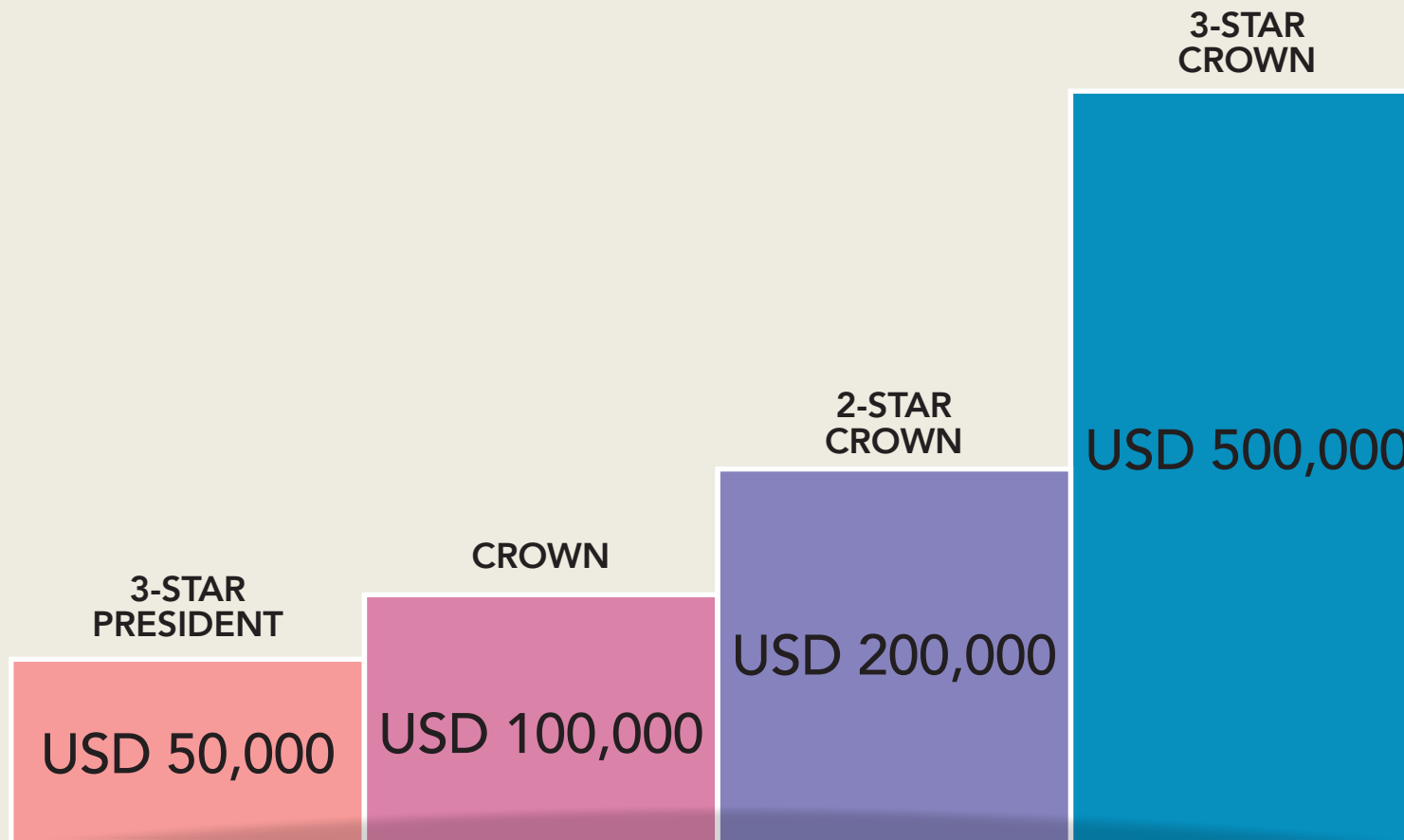
*** The first 4 Cycles comprise the Cycle that you enrolled in plus the next 3 Cycles.

You must have at least 1 Left 1 Right BA active status from separate legs in the sponsor tree to enjoy TVC.

3.1. TEAM VOLUME COMMISSION (TVC)

Paid every Cycle for Active Builders

In order to determine your TVC, your Pay Leg volume will be deducted from the total volume of the teams on your Left and Right Legs. Any difference will be carried forward to the following Cycle.



Maximum TVC per Cycle for different ranks

50,000 BV

50,000 BV per Pay Cycle for BAs who are not yet Builders or above. If a BA exceeds the Carry Forward Volume Maximum at the end of the Pay Cycle, any excess BV above 50,000 BV will be flushed.

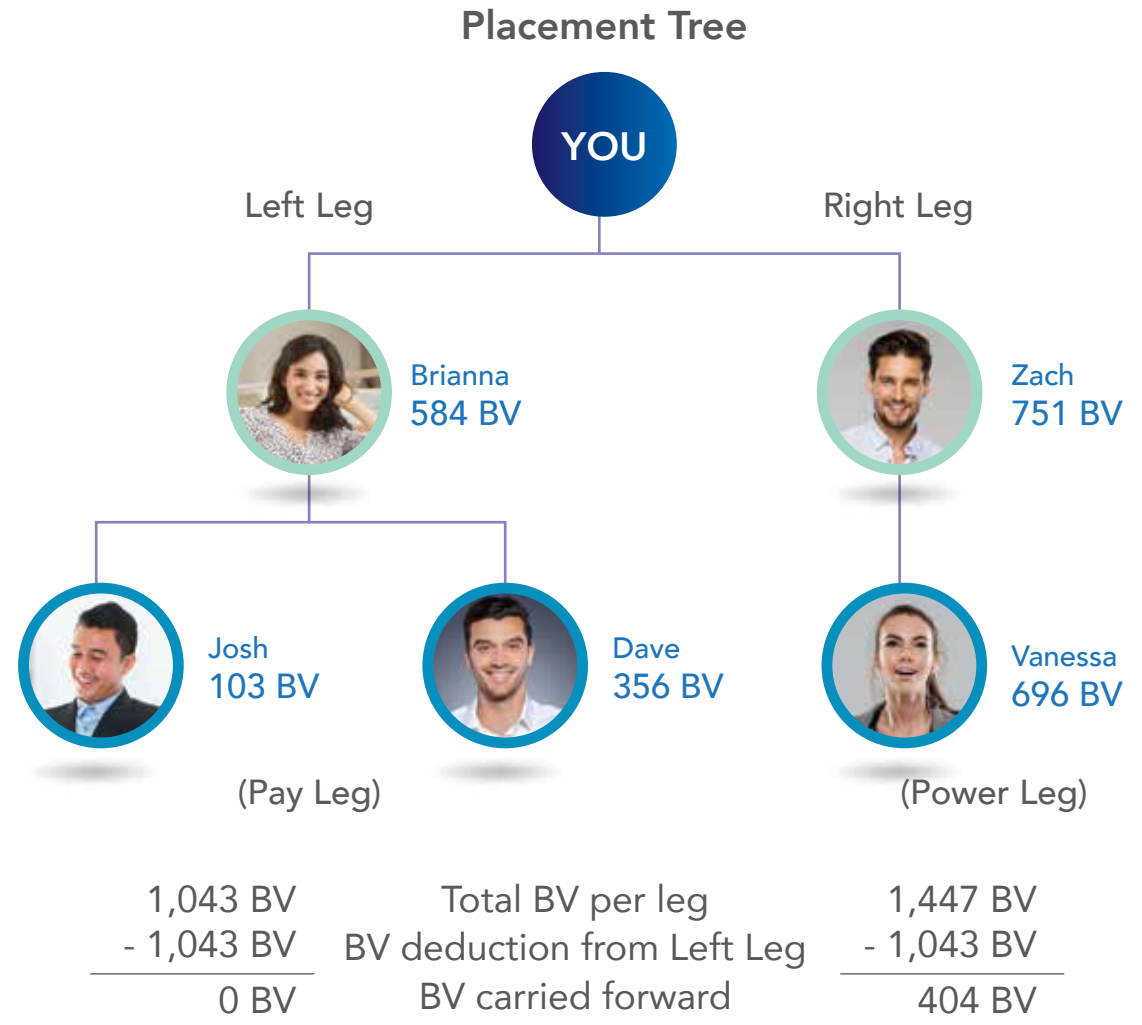
10,000,000 BV (10 million BV)

10,000,000 BV per Pay Cycle for BAs who are Builders and above. If a BA exceeds the Carry Forward Volume Maximum at the end of the Pay Cycle, any excess BV above 10 million BV will be flushed.

For example: You join as a member with either a Basic, Personal or Business Category Kit, and subsequently sell to your directly sponsored BAs a Kit each too. One BA is each placed on your Left and Right Leg in your Placement Tree (GREEN figurines).

Each of your BAs then sponsor other BAs who purchase Company products and these new members were placed in their Placement Tree (BLUE figurines). The Leg with the lower volume in this instance is your Left, with 1,043BV which makes it your Pay Leg. Your Right Leg has 1,447 BV and becomes your Power Leg for that Cycle.

To calculate your TVC, if you joined with e.g. a Premium 650 Kit, the Pay Leg BV of 1,043 should be multiplied by 20%. Your commission will be deducted from both your Left and Right Legs from the 1,043 BV. The balance BV will be brought forward to the next Cycle, in this instance amounting to 404 BV.



1,043 BV x 20% = USD 208.60

RANKS

You can take several Cycles to enter the Builder Zone rank, which is a one-off qualification.

The term PAID AS RANK is realised only after that particular Cycle's commission calculation and applies to those in the Director, Diamond, Presidential and Crown Zones. To earn any applicable commissions and bonuses for that period, members in those ranks have to consistently meet the set Cycle criteria.

A minimum 30BV every alternate Cycle is required to maintain an Active status and qualify for commission, applicable to all Brand Ambassadors & Builders.

BAs in Director & Diamond Zone are termed Active and can earn the applicable commissions when they have at least 60 BV every 2 Cycles.

A 2 Star Diamond needs to have at least Two 2-Star Directors Legs in the SPONSOR TREE while a 3-Star Diamond needs to have at least Two 3-Star Directors Legs in the SPONSOR TREE.

BAs in Presidential & Crown Zone are termed Active and can earn the applicable commissions when they have at least 120 BV every 2 Cycles. Presidential Zone must have at least 2 Diamond legs in the SPONSOR TREE while Crown Zone must have at least 4 Diamond legs in the SPONSOR TREE.

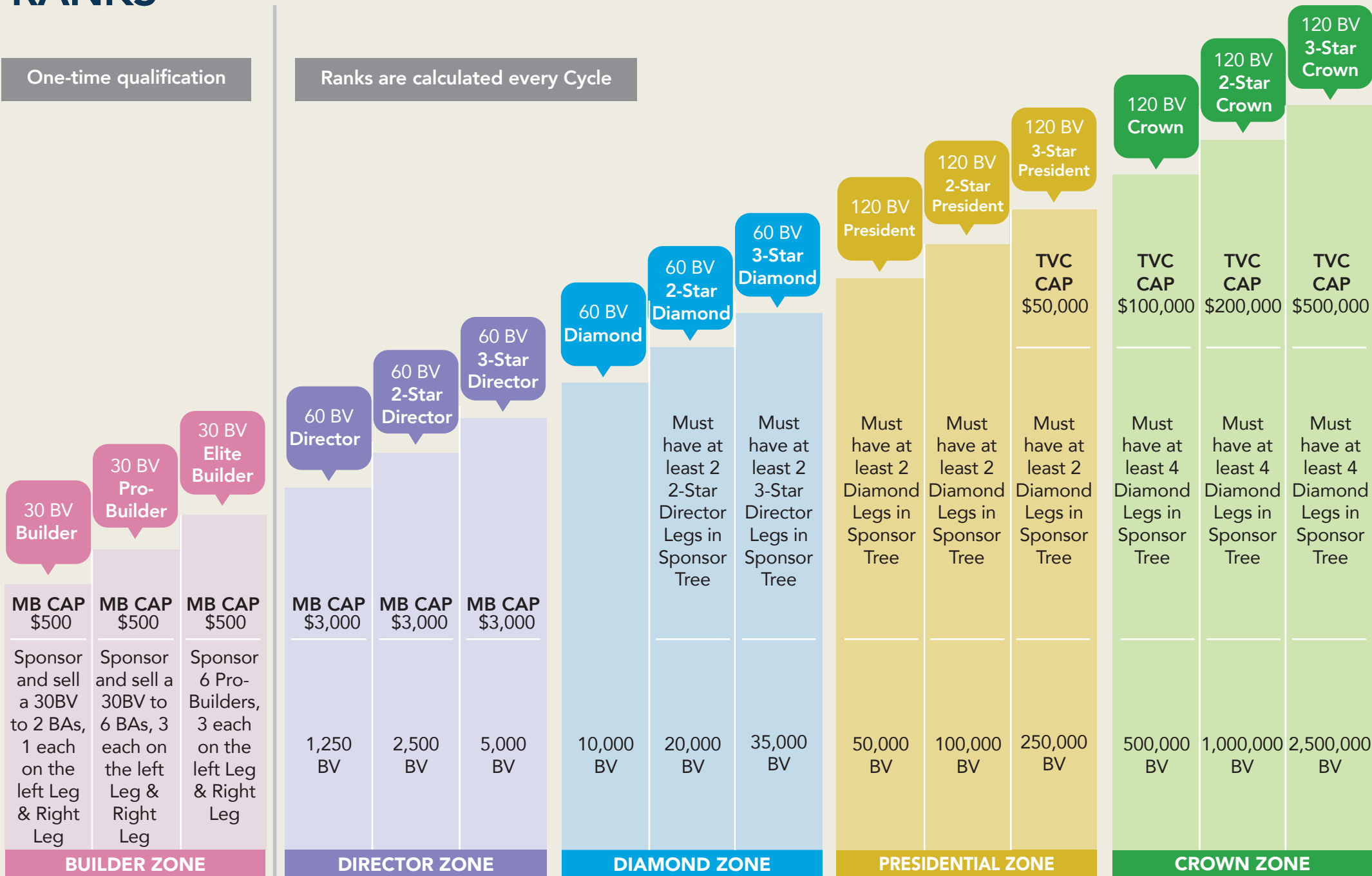
- Rank is calculated in accordance with the BV requirement of the Pay Leg (PL) volume in the Placement Tree.
- 2-Star Diamond – The '2-Star Director Legs' requirement must be the PAID AS RANK from different Legs in the SPONSOR TREE.
- 3-Star Diamond – The '3-Star Director Legs' requirement must be the PAID AS RANK from different Legs in the SPONSOR TREE.
- Presidential and Crown Zone - The 'Diamond Legs' requirement must be the PAID AS RANK from different Legs in the SPONSOR TREE.
- However, they do not need to be personally sponsored Directors or Diamonds.



RANKS

One-time qualification

Ranks are calculated every Cycle



BUILDER ZONE

DIRECTOR ZONE

DIAMOND ZONE

PRESIDENTIAL ZONE

CROWN ZONE

MATCHING BONUS (MB)

Paid every Cycle for
Active Builders



4 MATCHING BONUS (MB)

The bonus level of an Active Builder BA will commensurate with that Cycle's PAID AS RANK. In addition to the TVC gained from the sales produced in your Placement Tree, you also get Matching Bonus - a ratio of the TVC made by all the BAs in your SPONSOR TREE.

Matching Bonus is capped at a maximum of USD500 per Cycle for Builder Zone.

Matching Bonus is capped at a maximum of USD3,000 per Cycle for Director Zone.

There is no maximum limit for Diamond, Presidential and Crown Zones.

**Infinity – A 3-Star Crown can enjoy 1% Matching Bonus from level 9 onwards till the next 3-Star Crown level in sponsor tree.

Sponsor Tree Levels		1	2	3	4	5	6	7	8	-	
BUILDER ZONE											
Builder	\$500 Max MB Earnings per Cycle	10%									
Pro-Builder											
Elite Builder											
DIRECTOR ZONE											
Director	\$3000 Max MB Earnings per Cycle	10%	5%								
2-Star Director											
3-Star Director											
DIAMOND ZONE											
Diamond		10%	5%	5%	3%						
2-Star Diamond											
3-Star Diamond											
PRESIDENTIAL ZONE											
President		10%	10%	5%	3%	3%	1%				
2-Star President											
3-Star President											
CROWN ZONE											
Crown		10%	10%	5%	3%	3%	1%	1%	1%		
2-Star Crown											
3-Star Crown										1% Infinity**	

5 GLOBAL POOL BANK (GPB)

Paid every 24 consecutive Cycles of active status for Active Pro-Builders

The GPB of the Diamond Zone, Presidential Zone and Crown Zone is apportioned 1% of the Company's Total Business Volume (BV), with the upper ranks having a higher share value. The shares for Active Pro-Builders will be adjusted to a financial value and dispensed with their commission, only after 24 successive Cycles. The GPB will then be renewed again.

Note: You must be Active in all Cycles otherwise your GPB will reset and your new 24 consecutive Cycles will only start once Active status is reinstated.

*The value of each Share will vary in each Cycle depending on the Total BV generated globally as well as your number of Shares in that Zone.

DIAMOND ZONE (1%)		
Diamond	2-Star Diamond	3-Star Diamond
1 Share	2 Shares	3 Shares
PRESIDENTIAL ZONE (1%)		
President	2-Star President	3-Star President
1 Share	2 Shares	3 Shares
CROWN ZONE (1%)		
Crown	2-Star Crown	3-Star Crown
1 Share	2 Shares	3 Shares



MALAYSIA

CAR & LUXURY HOME PROMOTION (CHP)

Has to be an Active Pro-Builder. Rewarded upon qualification.

6 CAR & LUXURY HOME PROMOTION (CHP)

Every Cycle, your shares will be allotted based on your qualified rank for that Cycle. Below are the number of shares each qualified rank can earn.

The system will calculate your total shares, divided by company total shares, and multiplied by 4% of BV from total Malaysia Company which makes up your Car & House Bonus.

$$\text{CHP} = \frac{\text{Individual Total Shares}}{\text{Malaysia Company Total Shares}} \times 4\% \text{ of total Malaysia Company BV}$$

DIRECTOR ZONE		
3-Star Director		
1.0 Share		
DIAMOND ZONE		
Diamond	2-Star Diamond	3-Star Diamond
2.0 Shares		
PRESIDENTIAL ZONE		
President	2-Star President	3-Star President
2.5 Shares		
CROWN ZONE		
Crown	2-Star Crown	3-Star Crown
3.0 Shares		

This Promotion is an extra incentive. Its criteria may be subject to change at the Company's discretion.

BUSINESS RULES & GLOSSARY



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BUSINESS RULES 1.1

Builder Status:

The criteria for a Brand Ambassador (BA) to become a Builder is as follows:

Directly enlist two BAs who each has successfully transacted at least 30 BV and placed on the Left and Right Leg of their Placement Tree. This stage can be spread over several Cycles

A Builder's position is only confirmed after commission calculation, however if one of the BAs wants a refund within the same enrolment Cycle, the potential Builder no longer fulfils the minimum criteria.

Pro-Builder Status:

To become a Pro-Builder, you need to enlist three BAs each on the Left and Right Leg of your Placement Tree, which can be spread over several Cycles, but they must have transacted 30 BV each. The Pro-Builder's position is only confirmed after commission calculation and becomes void if any of their BAs applies for a refund.

Elite Builder Status:

When a BA has enlisted three Pro-Builders each on the Left and Right Leg of their Placement Tree over several Cycles and they have transacted at least 30 BV each, the BA upgrades to an Elite Builder. The Elite Builder's position is only confirmed after commission calculation, and he can also lose it if any of his Pro-Builders request for pay-back during that same Cycle.

BUSINESS RULES 1.2

Rank:

To achieve a rank, a BA must be Active and accumulate the BV required on the Pay Leg of the Placement Tree within a single Cycle, with the exception of Builder Zone which is one-time qualification that can be fulfilled over several Cycles.

For the 2-Star Diamond rank, the BA must have 2 separate 2-Star Director Legs in the SPONSOR TREE. They do not need to be personally sponsored.

For the 3-Star Diamond rank, the BA must have 2 separate 3-Star Director Legs in the SPONSOR TREE. They do not need to be personally sponsored.

For the Presidential Zone (PZ) rank, the BA must have 2 separate Diamond Legs in the SPONSOR TREE. They do not need to be personally sponsored.

For the Crown Zone (CZ) rank, the BA must have 4 separate Diamond Legs in the SPONSOR TREE. They do not need to be personally sponsored.

Highest Rank Vs Paid As Rank:

The highest rank a BA can achieve throughout their membership in the Company is termed his/her Achieved Rank and this is his/her recognized rank. The rank that a BA achieves at the end of each Cycle is termed his/her Paid As Rank. The Paid As Rank may fluctuate depending on the BA's performance in the current Cycle, and is used to determine their commission and bonuses in that Cycle.

Maximum Carry Forward Volume:

50,000 BV per Pay Cycle for BAs who are not yet Builders or above. If a BA exceeds the Carry Forward Volume Maximum at the end of the Pay Cycle, any excess BV above 50,000 BV will be flushed.

10,000,000 BV per Pay Cycle for BAs who are Builders and above. If a BA exceeds the Carry Forward Volume Maximum at the end of the Pay Cycle, any excess BV above 10 million BV will be flushed.

Customer BV:

In principle, new RC or PFC will have their BVs placed at the payleg of the sponsor upline. In situations where both legs share the same volume, the leg where the Upline sits is the tabulated leg. This placement will remain for future TVC calculation.

BUILDER ZONE			
Builder	1L	1R	30 BV
Pro-Builder	3L	3R	
Elite Builder	3PBL	3PBR	
DIRECTOR ZONE			
Director	1,250 BV		60 BV
2-Star Director	2,500 BV		
3-Star Director	5,000 BV		
DIAMOND ZONE			
Diamond	10,000 BV	60 BV	
2-Star Diamond	20,000 BV	60 BV & 2 2-Star Director Legs	
3-Star Diamond	35,000 BV	60 BV & 2 3-Star Director Legs	
PRESIDENTIAL ZONE			
President	50,000 BV		120 BV & 2 Diamond Legs
2-Star President	100,000 BV		
3-Star President	250,000 BV		
CROWN ZONE			
Crown	500,000 BV		120 BV & 4 Diamond Legs
2-Star Crown	1M BV		
3-Star Crown	2.5M BV		

GLOSSARY 1.1

Access Fee:

Defined as a membership registration fee for Preferred Customers (PFCs) and Brand Ambassadors (BAs), which is due annually. These membership ranks also qualify for 30% off the fixed market price.

Active: In order to earn commissions and bonuses. Active status at Builder Zone: buy or sell a minimum of 30 BV worth of products to your Preferred Customer(s) every 2 Cycles. Active status at Director & Diamond Zone: buy or sell a minimum of 60 BV worth of products to your Preferred Customer(s) every 2 Cycles. Active status at Presidential & Crown Zone : buy or sell a minimum of 120 BV worth of products to your Preferred Customer(s) every 2 Cycles.

The BV can be accumulated from multiple product sales to Preferred Customers.

BAs need to be active in every Cycle, otherwise new Placement Tree volume will not be added for that Cycle and there will be a 50% reduction in Carry Forward volume. They forego their entire Carry Forward volume after 6 continuous Cycles of inactivity.

Brand Ambassador (BA):

A member who can earn commissions and bonuses from product sales by leveraging the Company's Financial & Lifestyle Rewards Program and has agreed to the terms of membership.

Business Volume (BV):

A given rate for each product to calculate rank and commissions.

Downline:

Refers to everyone you sponsored in your SPONSOR TREE, everyone they sponsored, and any Spillover placed below you in your SPONSOR TREE.

GLOSSARY 1.2

Highest Rank: The highest rank you have ever achieved throughout your membership at the Company.

Activation: When a Builder makes a single-receipt purchase of 30BV or 60BV worth of products to start accumulating Business Volume (BV) in their Placement Tree.

Paid As Rank:

Your PAID AS RANK level is used to tally your commissions and bonuses in that specific Cycle you achieve.

Preferred Customer (PFC):

A buyer can partake of discounted prices and selected Company privileges if they pay an Admission Fee to become a member, but they will not earn commissions from sharing & selling Company products.

Placement Tree:

Your Placement Tree structure comprise BAs who are placed on your Left or Right Leg by you or your upline leaders. Although the Placement Tree only has two legs (left and right), it has unlimited depth. The BV from product sales in the Placement Tree are used to calculate Team Volume Commission (TVC) and Rank.

Retail Customer (RC): A shopper who buys products at fixed retail prices.

Sponsor Tree:

The genealogy of your personally sponsored RCs, PFCs, BAs and anyone they personally sponsor. You can earn Infinity Welcome Bonus and Matching Bonus from the TVC of the BAs in your SPONSOR TREE.

Spillover:

Spillovers take place when your upline assigns BAs in your Placement Tree. Sales that the BAs generate are included in your Left Leg and/or Right Leg for TVC and Rank calculation.

Upline: Refers to the BA who originally sponsored you and everyone placed above you on the same leg in the SPONSOR TREE.

Earnings Disclaimer

The Elken Global Financial & Lifestyle Rewards Plan rewards members at all stages.

Success is dependent on an individual's diligent sales effort, leadership qualities and dedication in network building. Whilst we cannot guarantee the level of earnings and success you may attain, however you can rest assured that we will support and assist you throughout your journey with Elken.

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