



## **GOOD STANDING POLICY**

Amway Business Owners can be recognized and compensated by Amway in a variety of ways. Amway's ABO Compensation Plan offers monthly and annual bonuses that ABOs can earn. ABOs are also eligible for Growth Incentives (GI), Founders Achievement Award (FAA), and non-cash awards such as incentive trips, which are discretionary benefits that are separate from the core ABO compensation plan.

All achievement awards and bonuses are subject to review and approval by Amway. ABOs must be compliant at all times with the terms of the ABO contract, Amway ABO Compensation Plan and the ABO Rules of Conduct.

To be eligible for discretionary benefits such as GIP, FAA, and incentive trips, an ABO must consistently demonstrate that they are in Good Standing. Being an ABO in Good Standing affirms the ABO's commitment to the values of Amway, reflected in its Rules of Conduct, to which all ABOs are bound. ABOs in Good Standing will work collaboratively with Amway to strengthen the business and not engage in any activities that put the Amway business in jeopardy, nor engage in any activities that will bring discredit to Amway.

ABOs are considered to be in Good Standing and are eligible to receive any discretionary awards and rewards:

1. If the ABO complies with the Rules, laws, and regulations in any market in which the ABO has a presence.
2. If the ABO does not defend or support the conduct of others who do not comply with this criteria.
3. Unless the ABO has violated Rules of Conduct and the resultant sanctions have not been fulfilled.
4. Unless the ABO's conduct could negatively affect the reputation of Amway, its related businesses, or ABOs affiliated with Amway and its related entities.
5. Unless the ABO was aware of possible Rules violations downline and failed to address them or, if the activity continued, failed to inform Amway.

- *ABOs who have a multiple business terminated as the result of a Rules sanction in one market will minimally lose Good Standing in all other markets.*
- *ABOs with multiple businesses who lose Good Standing in one market, but do not have their business terminated as the result of a Rules sanction, will have their Good Standing reviewed in all markets.*
- *Loss of Good Standing continues until restored at the discretion of the Amway affiliate or until any Rules sanctions are served.*