

MEMORANDUM

TO: JOHN NGONDI

CC: ALL STAKEHOLDERS

FROM: SARAH MARION

DATE: 21ST SEPTEMBER 2020

SUBJECT: AGENT COMPENSATION ALGORITHM.

I'm writing to inform you of the proposed agents' compensation plan which will be as follows.

INVESTMENT PLAN

There will be three classes of agents namely;

- a) **Silver** – which is the lowest level of entry. For one to be a silver agent, they will need to register with an amount of KShs. 300.
- b) **Gold** – which is the second highest rank. For one to be a Gold agent, they will need to register with an amount of KShs. 500.
- c) **Platinum** – this is the highest rank in which a member will be required to register with an amount of KShs. 1000.

See next pages 2 & 3 for details on plans.

COMPENSATION PLAN

This involves two phases;

- 1) For the direct referrals, earnings will be as summarized in the table below;

AGENTS PLAN	REFERRAL PLAN			
		SILVER	GOLD	PLATINUM
	SILVER	100	150	300
	GOLD	105	175	350
	PLATINUM	120	200	400

The agents will earn based on a percentage commission of the people they refer.
i.e.

If a silver agent refers any client, the silver agent earns a 30% of whichever rank the referred client joins in. for example, if a silver agent refers a client who joins in the Gold category, the silver agent earns 30% of 500 = 150.

The gold agent earns 35% of their client's initial investment while the Platinum agents earn a 40% of their client's initial investment.

NB: there is an exception in Silver-Silver direct referral whose earning is 30% plus KShs 10. So instead of 90, they get to earn 100 bob.

Direct referral earnings in percentages can be summarized in the table below;

AGENTS PLAN	REFERRAL PLAN			
		SILVER	GOLD	PLATINUM
	SILVER (30%)	30% of 300 + 10= 100	30% of 500=150	30% of 1000=300
	GOLD (35%)	35% of 300=105	35% of 500= 175	35% of 1000=350
	PLATINUM (40%)	40% of 300=120	40% of 500=200	40% of 1000=400

2) For indirect referrals, earnings will be as summarized in the table below;

AGENTS PLAN	REFERRAL PLAN			
		SILVER	GOLD	PLATINUM
	SILVER	50	75	150
	GOLD	60	100	200
	PLATINUM	75	125	250

Indirect referrals involve a class type two category of clients who have been referred by the agent's direct referral clients. Compensation of such a referral to an agent is as follows;

A silver agent earns a 15% on any indirect referral originating from him.

A gold agent earns 20% of his indirect referral while

A Platinum agent earns a 25% of his indirect referrals.

NB: there is an exception in Silver-Silver indirect referral whose earning is 15% plus KShs 5. So instead of 45, they get to earn 50 bob.

Indirect referral earnings in percentages can be summarized in the table below;

AGENTS PLAN	REFERRAL PLAN			
		SILVER	GOLD	PLATINUM
	SILVER (15%)	15% of 300 + 5= 50	15% of 500=75	15% of 1000=150
	GOLD (20%)	20% of 300=60	20% of 500= 100	20%of 1000=200
	PLATINUM (25%)	25% of 300=75	25% of 500=125	25% of 1000=250

Please let me know if you have any questions