

## **P Man Technologies Solutions – Agents Marketing Incentive Structure**

- Job-scopes:*
- 1) To help promote, close contact and sales for company.
  - 2) To follow up and ensure all customers' satisfaction.
  - 3) Managing customers' portfolio and increase customer base.
  - 4) Leadership role model, mentoring other agents.
  - 5) Business expanding for company.

### **Term & Conditions:**

- a) *Marketing Agent must be registered as of the client of the P Man Technologies Solutions.*
- b) *OR the alternative way to register as an agent with the condition of:  
Bringing at least one unit of shares or sales as supporting for company verification.  
(Team leader will not entitle this commission counting for the first sales occurred.)*
- c) *All candidate must have own digital wallet, company will not be responsibility to create an account for anyone.*
- d) *Commission will only deliver to authorized and registered bank account.*
- e) *Any pending amount of commission will be recorded in company system and on hold until the official account is complete and ready.*

### **Ranking & Tier for Marketing Agent:**

- a) **Agent** – *The starting journey in P Man Technologies Solutions marketing person.*
- b) **Team Leader\*** - *The starting of leadership role playing in this marketing journey.*  
*Requirements:*
  1. Must recruit at least five (5) marketing agents to company.
  2. Must ensure each agent in this group is performing well.
  3. Vision of expanding into a bigger group.
- c) **Group Manager\*\*** - *Fully committed and highly dependable person our company.*  
*Requirements:*
  1. Must recruit at least ten (10) marketing team leaders.
  2. OR recruit at least fifty (50) marketing agent to company.
  3. Must ensure each & everyone in this group is performing.
  4. Vision to become one of our Board of Director.

## A) Personal Income:

### **1. One-Time Personal Sales Commission. (Active)**

Note: One Pallet of Machine indicates 10 units of share.

- Per successful share unit sold (RM1800) = **RM300** one time commission.
- Monthly\* target given will be: 5-units of shares sold, will get to entitle **RM250** additional incentive. (Repeatable)
- Balance of unit share is not able to bring forward.

*\*All commission are payable to bank account or by cheque by end of the calendar month.*

*\*Unit sales price are subjected to change from time to time prior to notices by us.*

### **2. Monthly 1% Machine's Revenue Sharing. (Passive):**

Note: By Monthly basis, machine that sold by the agent to customers that park under P Man Technologies Solutions hosting site will generate certain number of digital coding from server, it will then share 1% of revenue to the agent.

- **1%** Digital coding value, from total monthly value generated by the machine.
- Calculation based on the total net value of revenue generated (after deducting all costs)

(Eg 1. Customer of 1-unit share of machine generate RM250 value of Digital coding per month after taken account of all sort of costs, agent gets RM2.50 passive revenue.)

(Eg 2. 10-units of share or one pallet of machine generate RM2500 value Digital coding /moth = RM250 passive revenue for agent)

*\*Monthly profit sharing are payable upon the monthly pay out of Digital Coding generated by the client machine for lifetime.*

*\*Machine stop generate/client pull out/quit = termination of this particular income to agent.*

## B) Team Leader Income:

### **• 10% Sales Overriding. (Passive):**

Note: Team leader must have minimum **5 person** of sub-line.

- The overriding amount are subjected to the total amount of commission generate by the sub line.
- **10% overriding commission** on sub-line agent commission.
- Will have no recycle calculation on overriding, only entitle for one times overriding.
- (Eg. Sub-line sold 1-unit of share; he will entitle a RM300 sales commission, leader get RM30 overriding commission (10%).)

*\*All overriding commission will be accumulated for a month before it available to payout to team leader, payable to bank account or by cheque."*

### C) Group Manager Benefit:

- **10% Total Group Commission Sharing. (Passive):**

Note: Must commit at least 10 Team Leaders on manage OR with total **50 person members** in your personal group, in order to achieve Manager title.

- Only **10% of limited** company sales commission amount is shared in this scheme on a calendar month.
- This benefit will be paid to manager based on the criteria met:
- **10%** of share with **100%** group successful sales committed.
- **8%** of share with **80%** group successful sales committed.
- **5%** of share with **50%** group successful sales committed.
- Successful sales commit: Team Leaders/members contribute with minimum of 1 unit of share sold to customers.
- (Eg. Total company's sales commission payout for this month is RM30,000, manager with 100% group successful sales committed will get RM3,000 benefits from P Man Technologies Solutions.

*\* In the case of more than one group manager get to achieve this bonus, 10% of total group commission sharing revenue will be **equally divided to each of the manager in term of the percentage above.**\**

**You treat us as career,**

**We treat you as families...**

**By: P Man Technology Solutions (002697330-M)**