



ICANCARE AMBASSADOR PROGRAM

SAVE LIFE ! SAVE MONEY !

Compensation Plan



WELCOME TO THE ICANCARE FAMILY!

ICanCaRe is a Family of individuals from different BACKGROUNDS, CULTURES, and AGES coming TOGETHER for ONE POWERFUL PURPOSE: that ALL members of the family experience EXTRAORDINARY LIVING! We are passionate about impacting lives with Wellness, Prosperity and Legacy! When this Compensation Plan was designed by ICanCaRe Founders, it was very important to them to give every ICanCaRe Member an opportunity to achieve success and to see their dreams come to life, no matter how big or small those dreams may be. This Compensation Plan allows every ICanCaRe Member to create income through their ICanCaRe business so they too can create their own ICanCaRe Extraordinary Lifestyle!

At ICanCaRe, our mission is to honor and reward Leadership. We do this through our SAVE the Youth - Ambassador program which rewards leaders for building, training, and developing other strong Leaders and teams. ICanCaRe Leaders may earn significant income for their hard work and dedication.

Through this dynamic and revolutionary Compensation Plan, EVERYONE has the equal opportunity to achieve success and become prosperous. At ICanCaRe, we're one company, one team with one focus: Extraordinary Living for ALL!



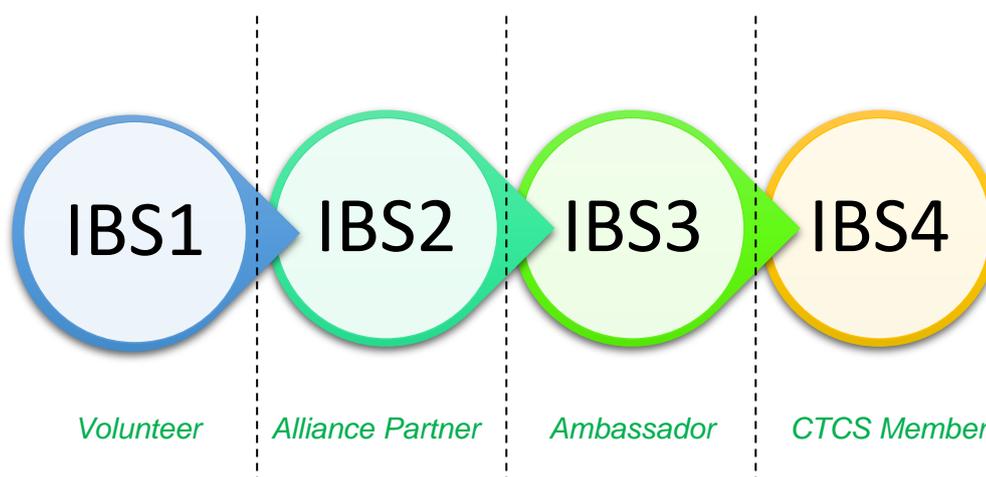
Business Systems

ICanCaRe has simple enrollment packages for its members to begin their entrepreneurial journey and make both financial and social benefits.

Given below are the business systems for your knowledge:

| ICanCaRe Business Systems (For Enrolment and Repurchases) | | | |
|---|--|----------|------|
| Package | products included | Price | Code |
| CTCS | Certificate Course on Tobacco Cessation – Certificate (Gujarat University Certificate + 1 Yr Annual Subscription on App + 1 Yr Membership included + CTCS Network Lifetime Membership) | ₹ 18,000 | IBS4 |
| OCTC | Orientation Course on Tobacco Cessation (Gujarat University Certificate + 1 Yr Annual Subscription on App + 1 Yr Membership included) | ₹ 6,000 | IBS3 |
| AIAS | Annual ICanCaRe App Subscription | ₹ 5,000 | IBS2 |
| AIVM | Annual ICanCaRe Volunteer Membership | ₹ 1,000 | IBS1 |
| ICanCaRe Customer Packs | | | |
| TQIBG | Beginners Tobacco Quit Intervention Pack / Assistance Pack | ₹ 900 | ICP1 |
| TQIMI | Mild Tobacco Quit Intervention Pack | ₹ 2,100 | ICP2 |
| TQIMO | Moderate Tobacco Quit Intervention Pack | ₹ 4,100 | ICP3 |
| TQISV | Severe Tobacco Quit Intervention Pack | ₹ 6,100 | ICP4 |

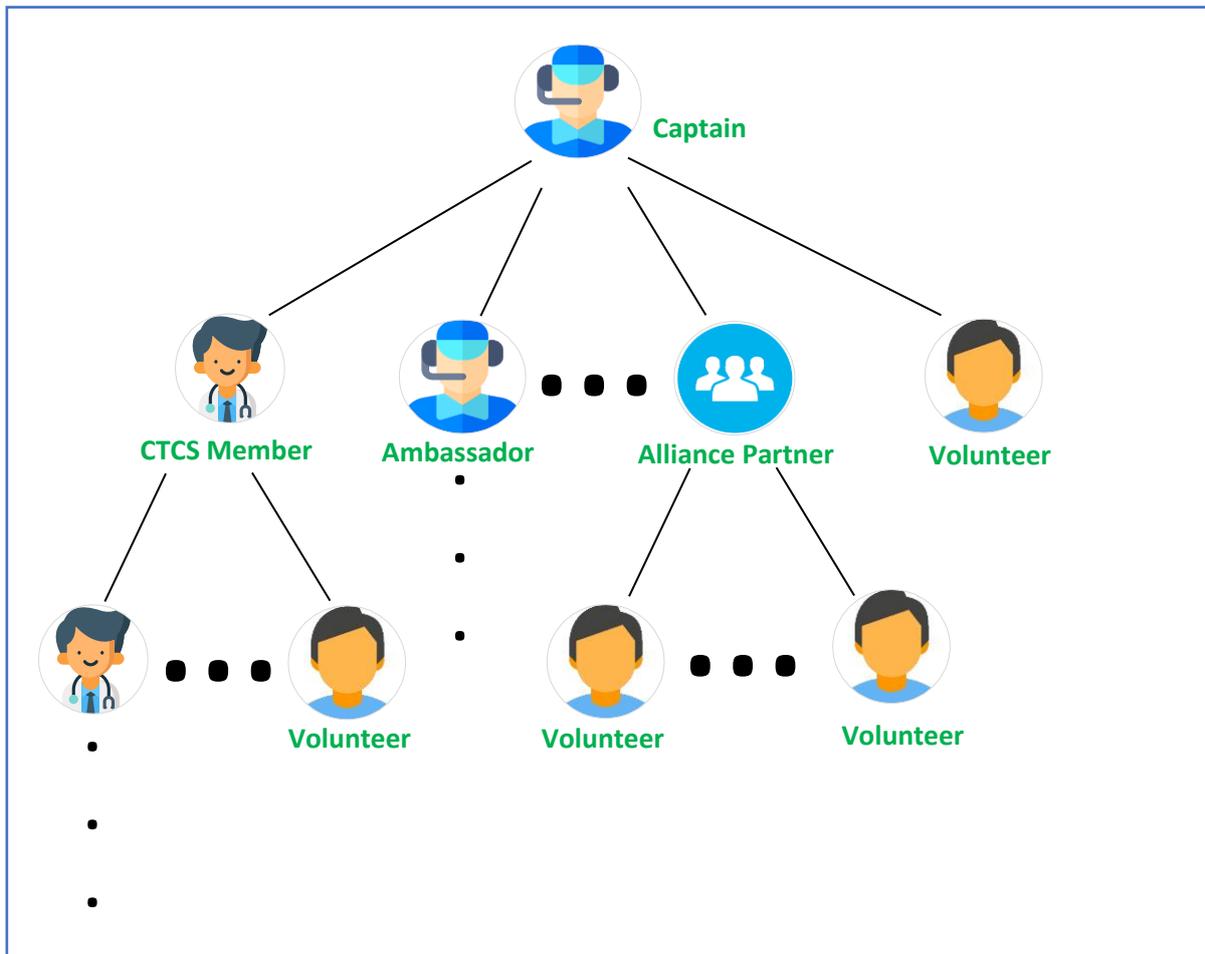
It should be noted here that every member must be enrolled on the ICanCaRe system for hassle free service and benefits respectively. A member has to choose any of the enrollment package given above at the time of registration. There are no additional tech or services charges for the same. Each of the enrollment packages has its own level of benefits and commissions.



ONE COMPANY, ONE NETWORK, ONE FAMILY

ICanCaRe has created a network that allows you to receive the maximum possible income from volume produced within your network.

Here is how it works: Every new ICanCaRe network member is placed under the enrolling member when they enroll. Any ICanCaRe network member placement depends on the date and time they enroll. Anyone who enrolls will be positioned below the referring member in the Network. This allows the referring member to benefit from every person that enrolls in its network, no matter whose team they are in or the country they reside in, increasing their total turnover. Every ICanCaRe member can have infinite depth and width which allows them to have infinite opportunities to grow their business with ICanCaRe.



Your personal organization can have infinite depth and infinite width.

ICanCaRe Member Benefit Eligibility Table

| | Volunteer | Alliance Partner | Ambassador | CTCS Member |
|---|-----------|------------------|------------|-------------|
| 1st Year Free Annual Membership | ✓ | | ✓ | ✓ |
| ICanCaRe App Free Subscription – 1st Year | | | ✓ | ✓ |
| ICanCaRe Certificate | ✓ | ✓ | ✓ | ✓ |
| Gujarat University Certificate | | | ✓ | ✓ |
| CTCS Network Lifetime Membership | | | | ✓ |
| Trade Income* | - | 12% | 15% | 15% |
| Incentive Bonus | | | ✓ | ✓ |
| Qualifying Incentive | | | ✓ | ✓ |
| Annual Bonus | | | ✓ | ✓ |
| Quit Plan Incentive | | | | ✓ |
| Community Rank Benefit | ✓ | | ✓ | ✓ |

* Trade income is provided on actual purchase value of any of the customer packages purchased.

ICanCaRe Ambassador and Incentives

An ICanCaRe Ambassador must enroll into the network with IBS3 enrollment pack and renew its membership annually with IBS1 or IBS2 to qualify for receiving different bonuses. ICanCaRe Ambassadors have huge opportunities to grow and expand. They can build their own organization and gain the following benefits.

- Extra Income
- More Free Time
- Financial Freedom
- Meeting New People
- Helping Others
- Cover Foreign Trips
- Asset Creation

Table 1: Incentive Bonus Plan

| Turnover Slot / Month | Turnover | Incentive % |
|-----------------------|------------------------|-------------|
| T1 | ₹ 30,000 | 2% |
| T2 | ₹ 60,000 | 4% |
| T3 | ₹ 1.25 Lakhs | 6% |
| T4 | ₹ 2.50 Lakhs | 8% |
| T5 | ₹ 5.00 Lakhs | 10% |
| T6 | ₹ 10.00 Lakhs or above | 12% |

On each purchase of customer pack under personal ID ICanCaRe Ambassador receive a flat trade income of 15% of the customer pack value. With the unique incentive bonus plan, ICanCaRe Ambassadors can achieve a minimum yearly income package ranging from ₹ 61,200 to ₹ 32.4 Lakhs per annum.

Table 1 provides the incentive bonus percentage on monthly turnover. ICanCaRe ambassador must maintain the monthly turnover to receive the incentive bonus in the respective incentive slot. ICanCaRe Ambassadors are eligible for qualifying incentives, annual bonuses, rank bonuses.

ICanCaRe ambassadors can have volunteers, alliance partners, ctcs members and other ambassadors within their organization. The incentive bonus for members within the organization rolls up as the difference of the current turnover incentive slot the member currently is.

For example, member B is enrolled under member A with a monthly turnover of T5. Member A has a Monthly turnover of T6. So, Member B receives the monthly incentive bonus of 10% of Rs. 5L. Member A receives a monthly incentive of 2% of 5L from Member B and 12% of 5L from its own turnover. So, member A also earns from his organization turnover as well.

ICanCaRe Ambassadors have the opportunity to become great leaders with an opportunity to create more leaders within their organization earning them recognition and rewards in the society.

Alliance Partner and Incentives

Alliance Partner will be registered in the network with a compulsory monthly purchase with any of the customer packages. For each of the customer pack purchase alliance partners are entitled to a flat trade bonus of 12% of the customer pack value. ICanCaRe alliance partners are eligible for annual bonuses provided at least 1 purchase is made on every month in the year.

An ICanCaRe alliance partner can also purchase any of the enrolling packages and each purchase is considered as a single purchase for the month it is purchased.

Alliance partners can only have volunteers in their organization. Alliance partners are also eligible for qualifying incentives.

CTCS Member and Incentives

A CTCS member must enrol into the system with IBS4 enrolment package. A CTCS member receives all bonuses and privileges as ICanCaRe Ambassador with an added advantage to be a member of the CTCS network.

A member of CTCS Network earns an extra 15% incentive as quit plan incentive on any of customer pack (ICP1 to ICP-4) purchased in the entire ICanCaRe network when the member is assigned as a counsellor for that purchase. The member also has the opportunity to grow in academic ranking in the CTCS Network.

The member of the CTCS Network must make a repurchase of IBS2 annually starting from the 2nd year to qualify for all the bonus and incentive plans.

ICanCaRe Volunteer and Retail Customers

An **ICanCaRe Volunteer** must enrol into the ICanCaRe network with IBS1 enrolment package. Every year the respective package must be renewed to qualify for ICanCaRe volunteer membership. A volunteer cannot grow its own organization but has the opportunity to grow in the community ranking in our network.

Retail Customers are the customers who actually purchase the customer packs. Members who purchase enrolment packages but wish to remain outside the network are considered as retail customers.

Qualifying Incentive Plan

ICanCaRe ambassadors, CTCS members and alliance partners are eligible for qualifying incentive plan. When a member in the immediate next level within the organization make a purchase or re-purchase of the enrolment packages the parent member in the hierarchy is entitled to qualifying incentive on each of the purchase or repurchases made according to the qualifying incentive plan table.

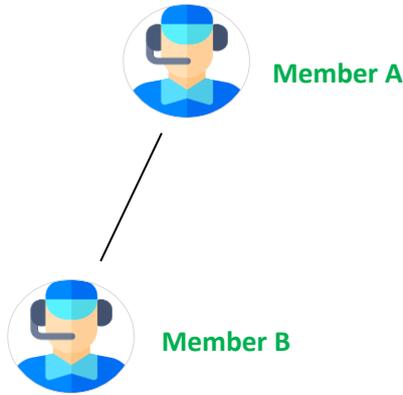


Table 3: Qualifying Incentive Plan

| Enrolment Package | Incentive |
|-------------------|-----------|
| IBS1 | ₹ 100 |
| IBS2 | ₹ 200 |
| IBS3 | ₹ 300 |
| IBS4 | ₹ 900 |

For example, Member B makes a purchase of enrolment package IBS4 then Member A who is at the immediate hierarchy receives an incentive of ₹ 900. Similarly, it follows for other enrolment packages according to the table 3.

Annual Bonus Plan

ICanCare Ambassadors and CTCS Members are entitled to avail the annual bonus plan. This bonus is distributed based on the total yearly turnover achieved by a member from the purchase of customer packs. The monthly or annual turnover of a member is calculated as a sum of the turnover of its immediate member below in the hierarchy and its own turnover. For example, Member A has two members, member B and Member C in its immediate hierarchy in its organization. Member B has a yearly turnover of 5L and Member C has a yearly turnover of 2L. Member A has a turnover of 3L at its level. So, the total annual turnover of Member A is 5L + 2L + 3L = 10L. Based on the annual bonus table the ICanCaRe ambassadors and CTCS Members are entitled to annual bonuses with the difference rate.

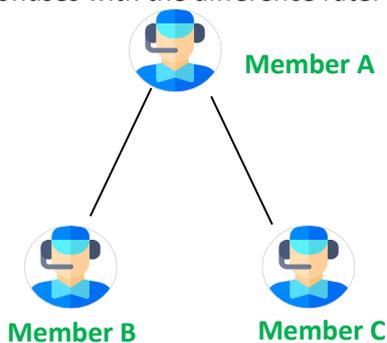
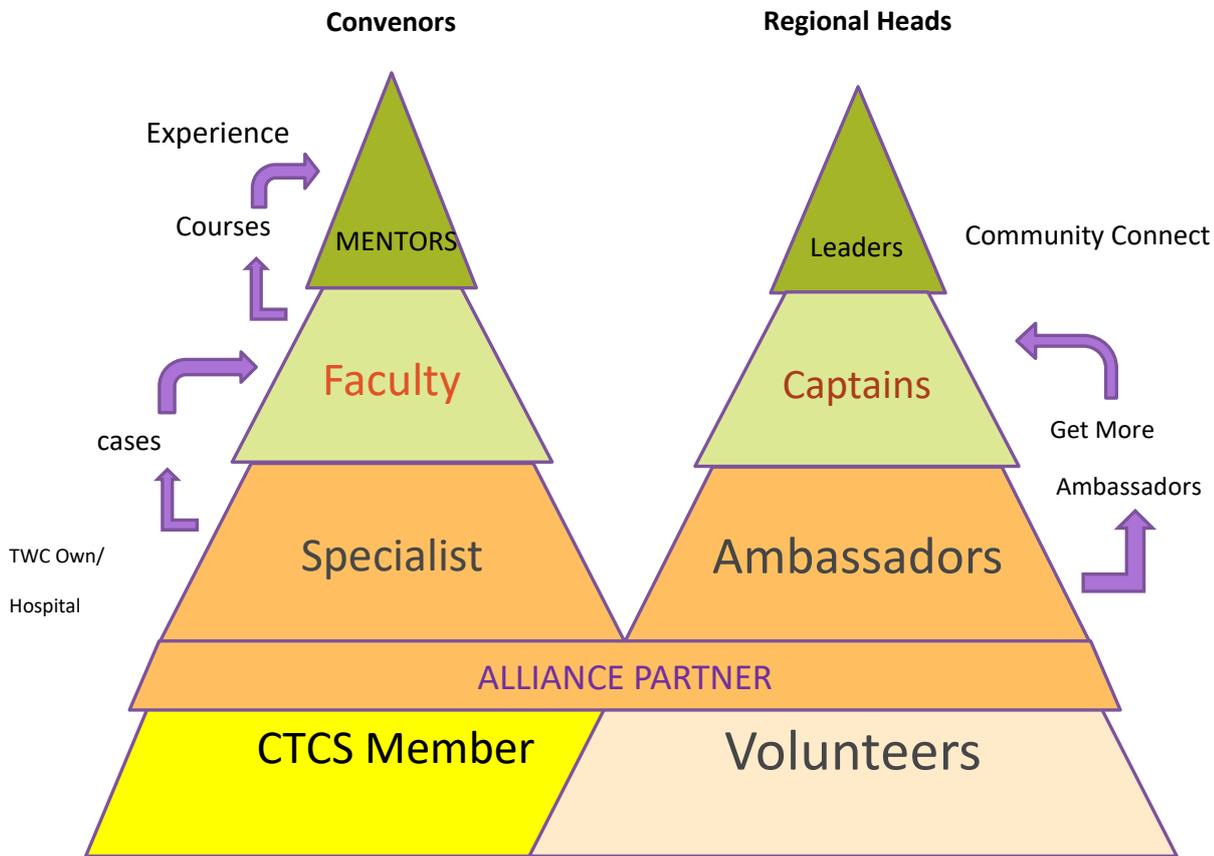


Table 3: Annual Bonus Plan

| Annual Turnover | Incentive % |
|-----------------------|-------------|
| ₹ 60 Lakhs | 1 % |
| ₹ 1.2 Crores | 3 % |
| ₹ 1.8 Crores | 5 % |
| ₹ 2.4 Crores or above | 7 % |

ICanCaRe SAVE the Youth Ambassador Program



Academic Ranking

Community Ranking

ICanCaRe unique SAVE the Youth Ambassador Program provides every member in the ICanCaRe family to grow in two verticals namely Community and Academic verticals. Both verticals provide recognition and reward at each level in the growth hierarchy.

Academic Ranking Growth Plan

| Rank | Criteria |
|-------------|----------------------|
| CTCS Member | IBS4 |
| Specialist | > 50 Cases |
| Faculty | > 200 Cases |
| Mentor | > 20 Course Batches |
| Convenor | > 2 Years Experience |