



Individual Statement for
 New Pay Range: NXA
 New Family: Warehousing, Distribution & Transportation
 New Subfamily: Material Movement & Fulfillment
 Job Title: [Redacted]

Positioning in New Pay Range

Based on your current hourly rate of \$[Redacted], your compa-ratio in the new pay range is 120% which means you are paid between the 75th and 90th percentile of the market. Continued pay raises through the annual merit increase process will be based on your performance relative to your position in the pay range.

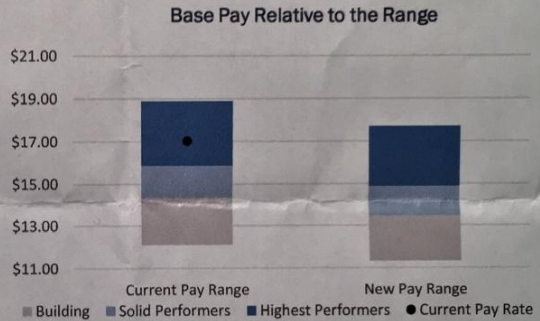
Current HPT Pay Range

Minimum:	\$12.10
Midpoint:	\$15.11
Maximum:	\$18.88
Compa-ratio	113%

New NXA Pay Range*

Minimum:	\$11.33
Midpoint:	\$14.16
Maximum:	\$17.70
Compa-ratio	120%

*The new pay range is effective 1/1/2018



Pay Range Overview

At Amway, every job is assigned a pay range with a minimum, midpoint, and a maximum. The pay range midpoint reflects the market median, or 50th percentile. The minimum of the pay range is set to the 10th percentile (P10) of the market, and the maximum is set to the 90th percentile (P90). This range spread allows Amway to manage employee pay based on performance, with high performers' pay progressing towards the high end of the range and solid performer's pay managed towards the middle of the range.

