



**Jim Payne**  
**Executive Vice President**

**PROFILE**

Jim Payne is responsible for Amway's direct selling markets in North America, Europe, Japan, Korea, Australia, New Zealand, India and Latin America.

Before being named to his current position in April 2005, Payne was senior vice president of Amway, responsible for numerous international affiliates. From 1999 through 2000, Payne served as president & representative director of Amway Japan, Ltd., and remains on the board of directors for the affiliate. Since 1980, his Amway career has taken him around the world with progressively more responsible positions, including director and then vice president of new market development, in which he was responsible for expanding Amway markets worldwide. Payne also served as general manager of Amway Germany, regional manager for the Poland and Switzerland affiliates, and managing director of Amway Thailand.



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**Executive Vice President**

A native of Grand Rapids, Mich., Payne earned a bachelor of science degree in business administration from Aquinas College in Grand Rapids. He is a member of the West Michigan World Affairs Council in Grand Rapids, and the Grand Rapids Economic Club. He is a member of the board of directors of the Van Andel Global Trade Center. He and his wife, Linda, serve on the board of Operation Smile – Michigan.