



# 2018 Bonus STRUCTURE

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## APPOINTMENT BONUS

Addition with R700 order	Bonus on Appointment	Bonus on payment
1	R0	R20 for every addition who paid their first order by due date
2	R80	
3	R120	
4	R160	
5	R200	
6	R240	
Every additional appointment	+R40	

- This bonus applies to **New Appointments** and **Reinstatements** with R700+ Award Sales invoiced order
- Reinstatements = 6 months inactivity since last invoice.
- Leader will receive R40 for every Addition with R700+ invoiced order (no bonus on first addition)
- Leader will receive an extra R20 for every Addition who pays by due date

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## DOWNLINE DEVELOPMENT BONUS

Downline Title	Title Achievement	Title Maintenance
Advanced Coordinator	R200	R300
Senior Coordinator	R300	R400
Leader	R400	R500
Advanced Leader	R500	R600
Senior Leader	R600	R700

- Bonus eligible to all Titled Leaders
- Leaders achieves bonus every time a downline achieves a title for the first time and again if downline maintains the title for the following 2 months

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## FAST START BONUS

Fast Start Bonus is a bonus on offer to all Avon Sales Leaders in their first 9 months as a Sales Leader (LLOA 0 – LLOA 8)

Month	1	2	3	4	5	6	7	8	9
LLOA	0	1	2	3	4	5	6	7	8
PAS	R0	R0	R0	R700	R700	R700	R700	R700	R700
Actives	2	4	6	8	12	16	20	24	28
GAS	R4 000	R6 000	R9 000	R12 000	R18 000	R24 000	R30 000	R36 000	R42 000
Bonus	R200	R400	R600	R800	R1 100	R1 400	R1 800	R2 200	R2 600

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## ACHIEVEMENT BONUS + MAINTENANCE BONUS

This bonus is linked to both the achievement of a Level and maintenance of that Level for the following 2 months after first achieving the titled Level.

		Maintenance		
		Achievement	Month 1	Month 2
Coordinator	Advanced Leadership Level			
	Coordinator (C)	R100	R200	R300
	Advanced Coordinator (AC)	R200	R300	R400
	Senior Coordinator (SC)	R300	R400	R500
Leader	Leader (L)	R600	R700	R800
	Advanced Leader (AL)	R700	R800	R900
	Senior Leader (SL)	R800	R900	R1 000
	Premier Senior Leader (PSL)	R900	R1000	R1 100
Executive Leader	Executive Leader (EL)	R1 100	R1 200	R1 300
	Advanced Executive Leader (AEL)	R1 300	R1 400	R1 500
	Senior Executive Leader (SEL)	R1 600	R1 700	R1 800
	Premier Executive Leader (PEL)	R1 900	R2 000	R2 100

If a Sales Leader achieves a title for the first time in a month, the Sales Leader will be eligible for the Achievement Bonus. If a Sales Leader achieves a title for the first time and achieves a greater title in the following month, they will be entitled to both bonuses. However, if a Sales Leader drops in title, no further bonuses will be paid until a higher level than previously achieved, is achieved.

Example below	Month 1	Month 2	Month 3	Month 4	Month 5
Title	Coord.	Adv. Coord.	Adv. Coord.	Snr Coord.	Snr Coord.
Bonus (C)	100	200	300	-	-
Bonus (AC)	-	200	300	400	-
Bonus (SC)	-	-	-	300	400
TOTAL	100	400	600	700	400



# EARNING STRUCTURE

*Beauty for a Purpose*

Levels	Title Name	Qualifiers					Commissions				
		Personal Award Sales	Active	Group Award Sales	Executive Qualifying Sales	Gen 1 Downlines	Executive Gen	Gen 1	Gen 2	Gen 3	Executive Gen 1
Coordinator	Coordinator (C)	R700	4	R6 000				4%	0%	0%	
	Advanced Coordinator (AC)	R700	8	R12 000				4.5%	1%	0%	
	Senior Coordinator (SC)	R700	16	R24 000				5%	1.5%	0.5%	
Leader	Leader (L)	R700	20	R60 000		1 x AC+		7%	2%	1%	
	Advanced Leader (AL)	R700	30	R120 000		2 x AC+		8%	2.5%	1%	
	Senior Leader (SL)	R700	40	R180 000		3 x AC+		9%	2.5%	1%	
	Premier Senior Leader (PSL)	R700	50	R240 000		4 x AC+		9.5%	2.5%	1.5%	
Executive Leader	Executive Leader (EL)	R700	50		R250 000	4 x AC+	1 x SL+	10%	3%	2%	1%
	Advanced Executive Leader (AEL)	R700	60		R285 000	4 x AC+	3 x SL+	10%	3%	2%	1.5%
	Senior Executive Leader (SEL)	R700	70		R400 000	4 x AC+	5 x SL+	10%	3%	2.5%	2.5%
	Premier Executive Leader (PEL)	R700	80		R450 000	4 x AC+	7 x SL+	10%	3%	2.5%	2.5%

## Abbreviations

GENERATION (Gen 1 – Gen 2 – Gen 3)

Gen 1: Representatives and Sales Leaders directly appointed by you.

Gen 2: Representatives and Sales Leaders appointed by your Gen 1 Sales Leaders.

Gen 3: Representatives and Sales Leaders appointed by your Gen 2 Sales Leaders.

LOA Length of Association – How long you have been a Representative from the month you signed and submitted the agreement.

LLOA Leader Length of Association – How long you have been a Sales Leader from the month you signed and submitted the agreement.

Executive Gen Executive Generation Leaders – Is the relationship between an Executive Leader and another Senior Leader. The Executive Generations are not tied to the normal Generations.