

Commission Structure

Level	Personal Sales Qualifier	Minimum Qualifying Orders	Total Group Sales	Minimum Downlines Sales Leaders			Generation Paid	Minimum Order Size to Earn	Commission					
Sales Leader SL	£148	5	£888	5	R		1st Generation 2nd Generation	£30 £148 £350 £78	2% 4% 5% 2%					
Advanced Sales Leader ASL	£220	15	£3,920	2	SL	25	R	1st Generation 2nd Generation 3rd Generation	£30 £148 £350 £78 £78	3% 6% 7% 2% 2%				
Executive Sales Leader ESL	£220	25	£10,580	4	SL	1	ASL	70	R	1st Generation 2nd Generation 3rd Generation	£30 £148 £350 £78 £148 £350 £78	4% 9% 10% 2% 3% 4% 2%		
Senior Executive Sales Leader SESL	£220	25	£19,460	6	SL	1	ASL	1	ESL	140	R	1st Generation 2nd Generation 3rd Generation	£30 £148 £350 £78 £148 £350 £78	4% 10% 12% 3% 4% 5% 2%

R = Representatives

Effective from Campaign 10 2010
(T/S Campaign 12 2010)

Business Development Bonus

Maximum
Bonus Opportunity
£6070



Sales Leader

Earn up to **£630**

2 new LOA1 orders (above MOV)
£10 (Max. £30)

Develop 1 DL **SL**
£100 (max £200)

Achieve ASL
£200 Within 6 Campaigns
£100 After 7+ Campaigns

Maintain **ASL** Paid Title for
5 consecutive campaigns
£200



Advanced Sales Leader

Earn up to **£1830**

2 new LOA1 orders (above MOV)
£10 (Max. £30)

Each incremental **SL** Growth
£100 (max £400)

Each incremental **ASL** Growth
£200 (max £600)

Achieve ESL
£400 Within 9 Campaigns
£200 After 10+ Campaigns

Maintain **ESL** Paid Title for
5 consecutive campaigns
£400



Executive Sales Leader

Earn up to **£3430**

2 new LOA1 orders (above MOV)
£10 (Max. £30)

Each incremental SL Growth
£100 (max £400)

Each incremental ASL Growth
£200 (max £600)

Each incremental **ESL** Growth
£400 (max £800)

Achieve SESL
£800 Within 12 Campaigns
£400 After 13+ Campaigns

Maintain **SESL** Paid Title for
5 consecutive campaigns
£800

Trainee
Earn up to **£180**

2 new LOA1 orders (above MOV)
£10 (Max. £30)

Achieve SL
£50 Within 3 Campaigns

Maintain **SL** Paid Title for
3 consecutive campaigns
£100

Please refer to the glossary and terms and conditions. The LOA1 Orders must be in the same Campaign.

Glossary

Achieve: Qualify for a higher Sales Leader Level (status) and Commission Level for the first time.

Campaign: A selling cycle (normally three weeks)

Commission: The commission level is achieved by reaching the minimum qualifying criteria for each level.

First Generation Down Line Sales Leader (1st GDLSL): A Representative who you directly develop who becomes a Sales Leader in your team.

MOV: (Minimum Order Value): The Minimum Order Value that must be achieved to earn Representative discount

Paid Title: The commission level paid matches the corresponding status level.

Non Qualifying: A Sales Leader who has not yet achieved the title of being a Level 1 Sales Leader or has lost Sales Leader Status.

Status: The highest commission level achieved within the last 5 campaigns

Trainee Sales Leader: A Representative who has registered interest in becoming a Sales Leader but has not yet signed the Sales Leader Agreement and had it processed and confirmed by Avon.

UK LOA1 Order: An order placed by a Representative within the campaign of signing the Representative Agreement.

Terms and Conditions

The Bonus Programme opens Campaign 10 2010 (T/S Campaign 12 2010) and will continue until further notice given. The Bonus requires a personal order to be placed by the Trainee/Sales Leader to qualify.

To achieve Sales Leader Level 1 Bonus the Sales Leader Agreement must be signed and processed by Avon. Alternative prizes are not available.

The Bonus will only be paid to the Trainee/Sales Leader whilst the paid status is achieved and maintained.

Avon reserve the right to refuse/reclaim any Bonus should any inappropriate behaviour be identified.

If you take up the Partner Sales Leader opportunity, the Bonus will only be paid to the Primary Account Holder.

LOA1 orders must be above MOV and in multiples of two.

The Bonus paid on achieving a level will only be paid on the first time the level is reached.

The Bonus for maintaining the paid title will only be paid once and this will still be available if you progress to the next level.

The Bonus paid for developing a 1st GDLSL will only be paid on the Downline Sales Leader achieving Sales Leader Status.

The Bonus paid for the 1st GDLSL achieving the next level of Sales Leadership first time only.

The Business Development Bonus Programme will only be paid up to the maximum specified.