



AVON

CAREER

SUCCESS

FINANCIAL FREEDOM

WEALTH

FAMILY



COMPENSATION PLAN

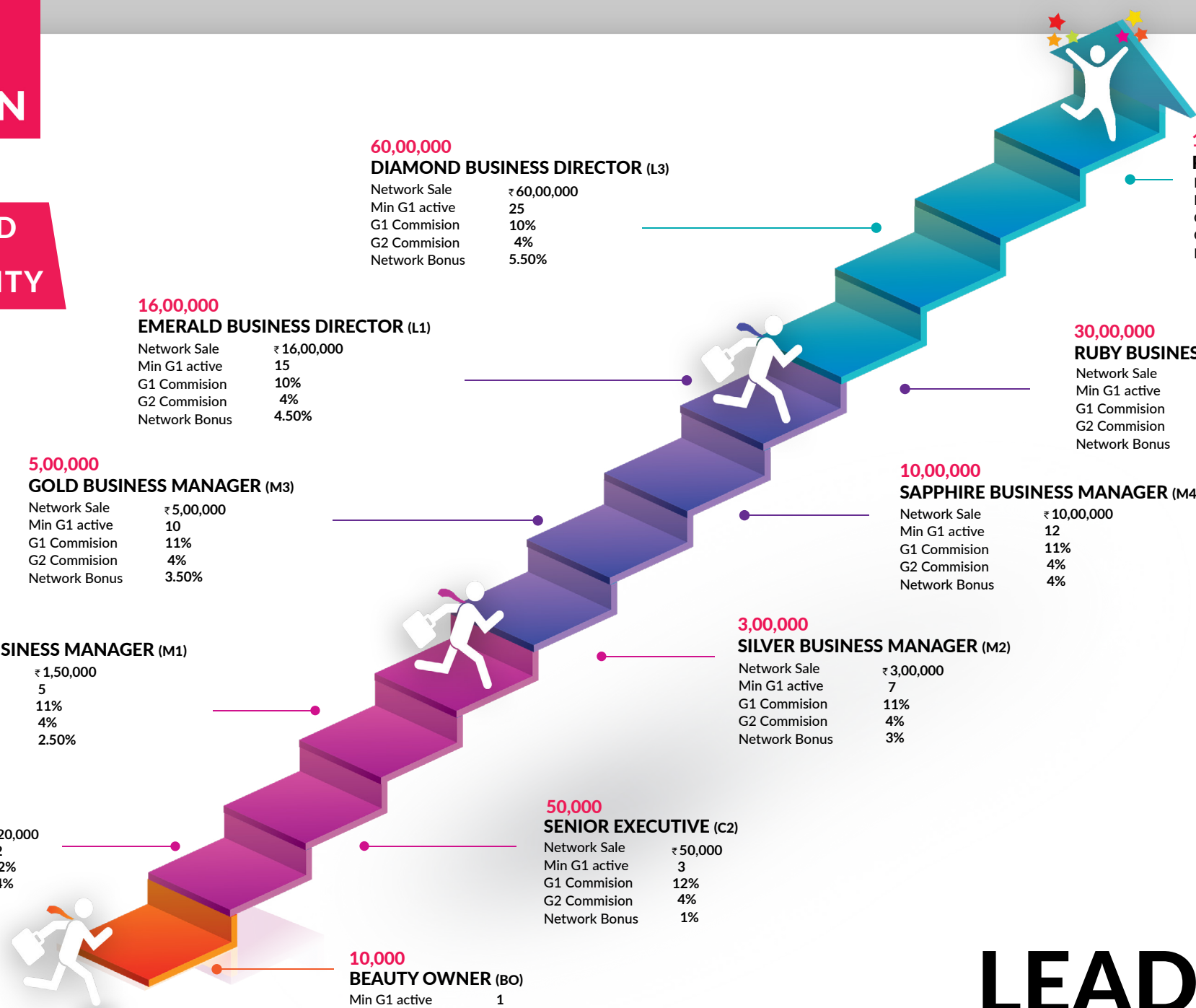


LEADERSHIP PAYOUT PLAN

TITLE	NETWORK SALES	GENERATION 1 ACTIVE	COMMISSION			BONUS*			
			GENERATION 1	GENERATION 2	NETWORK BONUS	FAST START BONUS (FSB)	MENTOR BONUS (MB)	TITLE ACHIEVEMENT BONUS (TAB)	LEADERSHIP DEVELOPMENT BONUS (LDB)
BO Beauty Owner	₹ 10,000	1	10%	2%					
C1 Executive	₹ 20,000	2	12%	4%		₹ 3,000	₹ 1,500		
C2 Senior Executive	₹ 50,000	3	12%	4%	1.0%	₹ 6,000	₹ 3,000		
M1 Bronze Business Manager	₹ 1,50,000	5	11%	4%	2.5%			₹ 10,000	50% of G1 TAB
M2 Silver Business Manager	₹ 3,00,000	7	11%	4%	3.0%			₹ 20,000	50% of G1 TAB
M3 Gold Business Manager	₹ 5,00,000	10	11%	4%	3.5%			₹ 30,000	50% of G1 TAB
M4 Sapphire Business Manager	₹ 10,00,000	12	11%	4%	4.0%			₹ 60,000	50% of G1 TAB
L1 Emerald Business Director	₹ 16,00,000	15	10%	4%	4.5%			₹ 1,00,000	50% of G1 TAB
L2 Ruby Business Director	₹ 30,00,000	20	10%	4%	5.0%			₹ 2,00,000	50% of G1 TAB
L3 Diamond Business Director	₹ 60,00,000	25	10%	4%	5.5%			₹ 4,00,000	50% of G1 TAB
L4 Platinum Business Director	₹ 1,10,00,000	25	10%	4%	6.0%			₹ 10,00,000	50% of G1 TAB

AVON

**UNLIMITED
EARNING
OPPORTUNITY**



60,00,000
DIAMOND BUSINESS DIRECTOR (L3)
Network Sale ₹ 60,00,000
Min G1 active 25
G1 Commision 10%
G2 Commision 4%
Network Bonus 5.50%

1,10,00,000
PLATINUM BUSINESS DIRECTOR (L4)
Network Sale ₹ 1,10,00,000
Min G1 active 25
G1 Commision 10%
G2 Commision 4%
Network Bonus 6%

16,00,000
EMERALD BUSINESS DIRECTOR (L1)
Network Sale ₹ 16,00,000
Min G1 active 15
G1 Commision 10%
G2 Commision 4%
Network Bonus 4.50%

30,00,000
RUBY BUSINESS DIRECTOR (L2)
Network Sale ₹ 30,00,000
Min G1 active 20
G1 Commision 10%
G2 Commision 4%
Network Bonus 4%

5,00,000
GOLD BUSINESS MANAGER (M3)
Network Sale ₹ 5,00,000
Min G1 active 10
G1 Commision 11%
G2 Commision 4%
Network Bonus 3.50%

10,00,000
SAPPHIRE BUSINESS MANAGER (M4)
Network Sale ₹ 10,00,000
Min G1 active 12
G1 Commision 11%
G2 Commision 4%
Network Bonus 4%

1,50,000
BRONZE BUSINESS MANAGER (M1)
Network Sale ₹ 1,50,000
Min G1 active 5
G1 Commision 11%
G2 Commision 4%
Network Bonus 2.50%

3,00,000
SILVER BUSINESS MANAGER (M2)
Network Sale ₹ 3,00,000
Min G1 active 7
G1 Commision 11%
G2 Commision 4%
Network Bonus 3%

20,000
EXECUTIVE (C1)
Network Sale ₹ 20,000
Min G1 active 2
G1 Commision 12%
G2 Commision 4%

50,000
SENIOR EXECUTIVE (C2)
Network Sale ₹ 50,000
Min G1 active 3
G1 Commision 12%
G2 Commision 4%
Network Bonus 1%

10,000
BEAUTY OWNER (BO)
Min G1 active 1
Network Sale ₹ 10,000
G1 Commision 10%
G2 Commision 2%

NEW

**LEADERSHIP
LEVELS**

TITLE ACHIEVEMENT BONUS - TAB
LEADERSHIP DEVELOPMENT BONUS - LDB

Terms & Conditions apply

AVON

NEW
VOLUME DISCOUNT



MONTHLY AWARD SALES	DISCOUNT SLAB
₹ 12,000 & above	30%
₹ 3,500 - below ₹ 12,000	25%
₹ 2,000 - below ₹ 3,500	20%
below ₹ 2,000	15%

Discount applicable on Single/Cumulative orders

INHERITANCE DISCOUNT : Now get benefit to cumulate & inherit the highest previous month volume discount to next campaign or whichever is higher. This way you will continue to get maximum discount as long as you maintain the sales.

Order No	MONTH 1		MONTH 2	
	1 st Order	2 nd Order	1 st Order	2 nd Order
Award Sales	₹ 1200	₹ 2500	₹ 1000	₹ 1200
Cumulative Award Sales	₹ 1200	₹ 3700	₹ 1000	₹ 2200
Effective Cumulative Volume Discount	15%	25%	15%	20%
Inheritance Volume Discount	N/A		25%	
Applicable Volume Discount	15%	25%	25%	25%

Terms & Conditions apply



WHO CAN PARTICIPATE

All new leaders are eligible to take part in Fast Start & Mentor Bonus.

FAST START BONUS (FSB) 3 OUT OF 5 CONSECUTIVE MONTHS

Month / Leader LOA	Min. G1 Actives	Min. Network Sale	Bonus to Leader	Mentor Bonus
1	2	20,000	₹ 3,000	₹ 1500
2	2	20,000		
3	2	20,000		
4	3	50,000	₹ 6,000	₹ 3,000
5	3	50,000		
6	3	50,000		

FAST START BONUS (FSB)

New Leader's 10 months Journey Plan. Bonus on G1 active and Org sale criteria, earn 9K ** as bonus.

MENTOR BONUS (MB)

Upline will earn mentor bonus for successfully guiding his downline to qualify FSB slabs.

Condition:

G1 active's award sale > Rs 1000
Will be paid in QM+1 PAS> to claim FSB and MB both

Title Bonus & LDB

DOWNLINE

UPLINE

TAB	LDB(UPLINE)	TAB	LDB(UPLINE)	TAB	LDB(UPLINE)	TAB	LDB(UPLINE)
10,000	5,000	20,000	10,000	30,000	15,000	60,000	30,000
M1		M2		M3		M4	

TAB	LDB(UPLINE)	TAB	LDB(UPLINE)	TAB	LDB(UPLINE)	TAB	LDB(UPLINE)
1,00,000	50,000	2,00,000	1,00,000	4,00,000	2,00,000	10,00,000	5,00,000
L1		L2		L3		L4	

Conditions:

TITLE ACHIEVEMENT BONUS (TAB)

Manager-3 out of 5 month rolling campaign

Director- 6 out of 9 month rolling campaign

LEADERSHIP DEVELOPMENT BONUS (LDB)

Leader must be of Level +1 (higher title) of his qualified downline.

Exception- L4

TERMS & CONDITIONS

- Group Commissions (G1 & G2 Royalty Commission) will be paid to the eligible leader and the upline on their downlines paid sales.
- All Commission & Bonus will be paid basis defined program schedule.
- Leaders Title will be decided based on 1st Generation Actives and Network sale
- Leaders Personal Sales should be minimum 3500 Award Sales to claim all kind of commissions & bonuses. In case of return, the excess discount benefit passed with actual invoice would be adjusted & debited back in return invoice. Return discount slab will be downgraded post adjusting return and the revised slab would be applicable.
- In case of return, the excess commission benefit passed with the payout would be adjusted & debited back in future payouts. Return will affects the leadership titles & bonus and will be downgraded post adjusting return and the revised slab would be applicable
- Leader will get commission on their downline paid sales till last two campaigns only. Post that any Commission / Bonus will be forfeited.
- No roll up commission will be applicable within generations.

FAST START BONUS

- Any New C1 Executive can Participate in FSB. His first LOA will start from the campaign when he will become C1.
- Achieve & maintain title for 3 out of 5 month rolling campaign from the 1st month of Title progression
- Mentor bonus will not be paid to upline if he/she does not maintain leadership title in the month of pay-out.

NETWORK BONUS: Will be paid on Paid Network sales with differential logic & breakaway concept.

TITLE ACHIEVEMENT & LEADERSHIP DEVELOPMENT BONUS

- All existing leaders and New leader can Join Title Achievement and Leadership Development Bonus.
- Title Achievement Bonus (M1 to M4)- Achieve & maintain title for 3 out of 5 month rolling campaign from the 1st month of Title progression.
- Title Achievement Bonus (L1 to L4) – Achieve & maintain title for 6 out of 9 month rolling campaign from the 1st month of Title progression.
- All Title Achievement Bonus qualifiers (M1 to L4) need to maintain the qualified or above title in the month of pay-out for which bonus is being paid. Bonus will be paid with next campaign commission after the title maintenance
- Leadership Development Bonus would be paid to qualified upline Leaders only for leadership development in their 1st generation.
- For LDB, upline leader title should be higher than downline leaders in the month of pay-out. (Exception - L4 leader)