

## **Important information regarding changes to the Sales Leader commission structure between Campaigns 1 and 4 2012 (Trendsetter Campaigns 3 - 6 2012)**

Please find detailed below the adjustments to the Sales Leader commission structure during Avon's shortened campaigns.

### **Minimum Order Value (MOV)**

Representative MOV will drop from £78 to £52 in Campaigns 1 - 4 2012 (Trendsetter Campaign 3 – Campaign 6 2012) inclusive.

### **Higher Order Value (HOV)**

Higher Order Value will remain at £148 from Campaigns 1 - 4 2012 (Trendsetter Campaign 3 – Campaign 6 2012) inclusive.

### **Personal Sales Qualifier (PSQ)**

Personal Sales Qualifier will reduce to the following from Campaigns 1 - 4 2012 (Trendsetter Campaign 3 – Campaign 6 2012) inclusive:

<b>Level of Achievement</b>	<b>PSQ C1 - C4 2012 inclusive (T/S C3 - C6 2012)</b>
Sales Leader	£96 per campaign
Advanced	£147 per campaign
Executive	£147 per campaign
Senior Executive	£147 per campaign

### **Group Sales**

Total Group Sales will be lowered from Campaigns 1 - 4 2012 (Trendsetter Campaign 3 – Campaign 6 2012) inclusive.

<b>Level of Achievement</b>	<b>Total Group Sales C1 - C4 2012 inclusive (T/S C3 - C6 2012)</b>
Sales Leader	£576 per campaign
Advanced	£2,547 per campaign
Executive	£6,867 per campaign
Senior Executive	£12,627 per campaign