

The Financial Rewards Commission Structure and Business Development Bonus

To help you develop your Sales Leader business, Avon has a structured Business Development Bonus (BDB) programme. It is designed to help you plan your business and rewards you for each milestone you achieve. These milestones are shown in the chart below. The Bonus awards are all cash which are there to help you continue to grow your business. To be clear how to achieve, please work with your upline Sales Leader or Area Sales Manager. They are there to help you.



START
Average earning opportunity

£1,214*

TRAINEE SALES LEADER

Minimum Personal Sales	Active Representatives 1st Generation	Minimum Group Sales	Generation Paid	Order Size	Commission Rate
Qualifier £150	5 Active Representatives	£900	1st Generation	£30	2%
				£150	4%
				£350	5%
			2nd Generation	£80	2%



DEVELOP
Average earning opportunity

£6,697*

SALES LEADER ADVANCED SALES LEADER

Minimum Personal Sales	Active Representatives 1st Generation	Minimum Group Sales	Generation Paid	Order Size	Commission Rate
Qualifier £220	15 Active Representatives, including 2 Sales Leaders	£3,970	1st Generation	£30	3%
				£150	6%
				£350	7%
			2nd Generation	£80	2%
			3rd Generation	£80	2%



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ACCELERATE

Average earning opportunity

£25,778*

ADVANCED SALES LEADER



EXECUTIVE SALES LEADER

Minimum Personal Sales	Active Representatives 1st Generation	Minimum Group Sales	Generation Paid	Order Size	Commission Rate
Qualifier £220	25 Active Representatives, including 4 Sales Leaders and 1 Advanced Sales Leader	£10,720	1st Generation	£30	4%
				£150	9%
				£350	10%
			2nd Generation	£80	2%
				£150	3%
			3rd Generation	£350	4%
			3rd Generation	£80	2%

£10

For every 2 new LOA1 Representatives (max. £30)

£100

Each Incremental Sales Leader growth (max. £400)

£200

Each Incremental Advanced Sales Leader growth (max. £600)

£400/£200

Achieve Executive Sales Leader within 9 campaigns, £200 after 10+ campaigns, within 9 campaigns from when you achieved Advanced Sales Leader status

£400

Maintain Executive Sales Leader Paid title for 5 consecutive campaigns



DUPLICATE

Average earning opportunity

£65,525*

EXECUTIVE SALES LEADER



SENIOR EXECUTIVE SALES LEADER

Minimum Personal Sales	Active Representatives 1st Generation	Minimum Group Sales	Generation Paid	Order Size	Commission Rate
Qualifier £220	25 Active Representatives, including 6 Sales Leaders and 1 Advanced Sales Leader and 1 Executive Sales Leader	£21,220	1st Generation	£30	4%
				£150	10%
				£350	12%
			2nd Generation	£80	3%
				£150	4%
			3rd Generation	£350	5%
			3rd Generation	£80	2%

£10

For every 2 new LOA1 Representatives (max. £30)

£100

Each Incremental Sales Leader growth (max. £400)

£200

Each Incremental Advanced Sales Leader Growth (max. £600)

£400

Each Incremental Executive Sales Leader Growth (max. £800)

£800/£400

Achieve Senior Executive Sales Leader within 12 campaigns, £400 after 13+ campaigns, within 12 campaigns from when you achieved Executive Sales Leader status

£800

Maintain Senior Executive Sales Leader paid title for 5 consecutive campaigns

For a copy of the Glossary and the Terms and Conditions please see the Avon Earning Opportunities Flyer
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