

COMMISSIONS

Compensation at a Glance

TITLE	PERSONAL SALES	TOTAL UNIT SALES ¹	QUARTERLY PERSONAL QNR	MINIMUM TEAM SALES 1ST GEN**	EARN	MINIMUM TEAM SALES 2ND GEN**	EARN	MINIMUM TEAM SALES 3RD GEN	EARN
Advanced Leadership Director	\$125	\$180,000	1	\$55,000	7%	\$75,000	11%	\$44,000	6%
Senior Executive Leader	\$125	\$36,000	1	\$11,000	6%	\$15,000	10%	\$8,000	5%
Executive Leader	\$125	\$12,000	1	\$4,500	6%	\$4,000	8%	\$0	5%
Advanced Unit Leader	\$125	\$5,000	1	\$3,000	5%	\$1,800	5%	\$0	1%
Unit Leader	\$125	\$850	1	\$700	5%	\$0	2%	*Total Unit Sales is equal to your Gen. 1, 2 and 3 QV Sales and Personal Sales (QV). **Total Team Sales is equal to your Gen 1,2 and 3 QV Sales.	

¹ Team Sales is the summation of your Personal Sales plus G1, G2 and G3 team sales.

² Quarterly Personal QNR Requirement - must have a minimum of 1 Personal QNR (Qualified New Recruit) every 4 Campaigns within the fixed scheduled to maintain Leadership bonus payouts. Additionally a Leader will be allowed a 2 campaign grace period to meet the requirement to maintain downline attachment. See details in the Quarterly Personal QNR Requirement section.

³ Earn a 3% bonus on the sales of new recruits when you have a minimum of \$50 in Personal Sales.

⁴ Generation Bonuses are calculated at net team sales from your downline.

⁵ Leader Bonuses are calculated at net team sales of Leaders and Executive Leaders in your downline.

⁶ You will receive a Lifestyle Bonus each campaign that you continue to meet your title qualifications.

Avon's compensation plans, including the Leadership program, are subject to change at any time at Avon's sole discretion. See Avon.ca for updates.