

Incentive Scheme for Commercial Vehicles Sales for FY2025-26

Incentive Period: 1st July, 2025 to 30th June, 2026

Sales Incentive Applicable for: All new and re-sale Commercial Vehicles sales in cash or credit.

Eligible for: Commercial Vehicles Sales Team – (Field & Corporate)

- This is a unit incentive and minimum 80%-unit budget achievement is required for getting incentive.
- Sales-New & Resale against “0” budget in any level will be considered as 100% achievement by counting as 1 for calculation.
- Cumulative incentive will be measured against the achievement of responsible supervised territories.
- Incentive calculation will be measured as per total achievement against total budget for Commercial Vehicles sales – FOTON & Sinotruk.

Sales Incentive of Commercial Vehicles Sales Team for each unit new sales of Commercial Vehicles-FOTON & Sinotruk

Designation	Eligibility Criteria	Per Unit Incentive
Direct Responsibility Territory (AM/Sr.TM/TM/Sr. MO/MO/MRO)	80% to 100% Ach. On Regular DP	3,000
	101% to 150% Ach. On Regular DP	4,000
	150%+ to above Ach. On Regular DP	5,000
	Sales on 30% DP	1,000 Taka Additional
	Sales on 50%+ to above DP	1,500 Taka Additional
	Cash Sales	6,000 Taka Additional

Supervisor level Incentive:

Designation	Eligibility Criteria	Incentive Against Supervised Territory Additional Responsibility (Area Level)	Incentive Against Direct Supervised Territory (Area Level)
Direct Supervised Territory (AM/Sr.TM/TM/Sr. MO/MO/MRO)	80% to 100% Ach. On Regular DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	101% to 150% Ach. On Regular DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	150%+ to above Ach. On Regular DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	Sales on 30% DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	Sales on 50%+ to above DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	Cash Sales	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories

Sales Incentive of Commercial Vehicles Sales Team for each unit Re-sales of Commercial Vehicles – FOTON & Sinotruk:

Designation	Eligibility Criteria	Per Unit Incentive
Direct Responsibility Territory (AM/Sr.TM/TM/Sr. MO/MO/MRO)	80% to 100% Ach. on regular DP	2000
	101% to 150% Ach. on regular DP	3,000
	150%+ to above Ach. on regular DP	4,500
	Sales on 30% DP	1,000 Taka Additional
	Sales on 50%+ to above DP	1,500 Taka Additional
	Cash Sales	4,000 Taka Additional

Supervisor level Incentive for Re-sales of Commercial Vehicles – FOTON & Sinotruk:

Designation	Eligibility Criteria	Incentive Against Supervised Territory Additional Responsibility (Area Level)	Incentive Against Direct Supervised Territory (Area Level)
Direct Supervised Territory (AM/Sr.TM/TM/Sr. MO/MO/MRO)	80% to 100% Ach. On Regular DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	101% to 150% Ach. On Regular DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	150%+ to above Ach. On Regular DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	Sales on 30% DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	Sales on 50%+ to above DP	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories
	Cash Sales	30% of Cumulative incentive of supervised Territories	50% of Cumulative incentive of supervised Territories

Supervision Level Incentive Claiming Condition for Both-New Sales & Resales:

1. If Supervised all Territory Budget Ach. is 100% with 100% own Budget Achievement: 50% of the Supervised Territory Cumulative Incentive will be eligible.
2. If Supervised all Territory Budget Achievement only: 40% of the Supervised Territory Cumulative Incentive will be eligible.
3. As per DP Incentive Slab Ratio, Territory Cumulative Incentive will be entitled for the Supervision.
4. For supervised territories taken as additional responsibility (area level), the concerned person will be eligible for direct responsibility incentives only from their own assigned territory, as per territory criteria

Inquiry Incentive of Common Team for each unit converted sales both New Sales & Re-Sale of Commercial Vehicles-FOTON & Sinotruk:

Responsible	Inquiry Incentive for New Sales	Inquiry Incentive for Re-Sales	Conditions
ACI Motors Field Team-apart from CV Team (Sales, Recovery & Service-Territory Level/Area Level)	3,000	2,000	-Generated Inquiry must be converted into Final Sales -Only Unique Sales Person will get this inquiry incentive -Verified by Respective CV Sales concern & also HQ

Special Note	
If Sales is converted by any Inquiry & If any Sales under SACP Project	If Final Sales will be converted by Inquiry, then Regular Per Unit Incentive of Commercial Vehicles Sales Team will be 1,000 Taka for both- new & Re-sale Commercial Vehicles sales in cash or credit
For Credit Note Vehicle	Per Unit 1,000 Taka will be deducted on month basis from the Incentive of same officer & Same Territory sales

Incentive on EMI Collection:

Designation	Eligibility Criteria	Incentive Amount
Direct Responsibility Territory (AM/Sr.TM/TM/Sr. MO/MO/MRO)	1 st and 2 nd Matured EMI Collection	1,000 on each file

Additional Incentive	Incentive Amount
Untouched Upazilla Sales	1,000 Taka Additional Per Unit
Minimum 125% to 150%+ Yearly Unit Budget Achievement in FY25-26 ((Territory Level)	Foreign Trip within 80,000 Taka
**In that Case for the Area Level must to achieve own Territory Budget in this category (Area Level)	

Special Note:

Management has right to reduce or cancel incentive at any level for justified reason, like not contribution in sales.

“For any queries, kindly reach out to your respective Supervisor”