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# INCENTIVE BOOKLET

**SKINFINITY** A Skincare Division of 

**2021-22**

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Manager's

# 2021-22 Incentive Policy



This incentive will be calculated & paid on average of 3 months quarterly basis

Minimum criteria to achieve any incentive will be

**2 Lakh**

## Monthly Calculation

Total Sale / Month	Total Incentive / Month
₹ 2.00 Lakhs	₹ 6000
₹ 2.50 Lakhs	₹ 7500
₹ 3.00 Lakhs	₹ 9000
₹ 3.50 Lakhs	₹ 10500
₹ 4.00 Lakhs	₹ 12000
₹ 4.50 Lakhs	₹ 13500
₹ 5.00 Lakhs	₹ 15000

\*As per eligibility criteria

## Quarterly Calculation

Total Sale / Quarter	Total Incentive / Quarter
₹ 6.00 Lakhs	₹ 18000
₹ 7.50 Lakhs	₹ 22500
₹ 9.00 Lakhs	₹ 27000
₹ 10.50 Lakhs	₹ 31500
₹ 12.00 Lakhs	₹ 36000
₹ 13.50 Lakhs	₹ 40500
₹ 15.00 Lakhs	₹ 45000

\*As per eligibility criteria

## Yearly Calculation

TOTAL SALE / YEAR	TOTAL INCENTIVE / YEAR
₹ 24.00 Lakhs	₹ 72000
₹ 30.00 Lakhs	₹ 90000
₹ 36.00 Lakhs	₹ 108000
₹ 42.00 Lakhs	₹ 126000
₹ 48.00 Lakhs	₹ 144000
₹ 54.00 Lakhs	₹ 162000
₹ 60.00 Lakhs	₹ 180000

\*As per eligibility criteria

# Bumper Prize



In addition to quarterly cash incentive,  
each SBO/SBE will be eligible for  
**BUMPER PRIZE\***

SLAB will be considered from April-21  
to March-22 (MAT Value)

TOTAL SALE OF YEAR	MEDALS	COST OF REWARD
₹ 24.00 Lakhs	Dinner with Director	₹ 7500
₹ 30.00 Lakhs	Goa (3N - 4D)	₹ 25000
₹ 36.00 Lakhs	TVS Jupiter	₹ 70000
₹ 42.00 Lakhs	Bullet	₹ 130000
₹ 48.00 Lakhs	Java Bike	₹ 175000
₹ 54.00 Lakhs	Maruti S-Presso	₹ 375000
₹ 60.00 Lakhs	Swift Dzire	₹ 575000

\*In place of Bumper Prize, you will get total cost of reward.  
Alloy medals & Certificate will be presented after the release  
of reward in subsequent Quarter meeting



## Dinner With Director @ 24.00 Lakhs



**Goa** @ 30.00 Lakhs



**TVS Jupiter** @ 36.00 Lakhs



**Bullet** @ 42.00 Lakhs



**Java Bike** @ 24.00 Lakhs



**Maruti S-Presso** @ 54.00 Lakhs



**Swift Dzire** @ 60.00 Lakhs

## Medal Ceremony @ Event Night

In addition to quarterly cash incentive & bumper prize, each SBO/SBE will be eligible for medal ceremony @ event night

TOTAL SALE / YEAR	MEDALS	COST OF REWARD	COST OF EVENT
₹ 24.00 Lakhs & Above	Silver Plate + Acrylic Certificate	₹ 7500	₹ 20000

SLAB will be considered from April-21 to March-22  
(MAT VALUE)

## Trip Award

TOTAL SALE OF YEAR	MEDALS	COST OF REWARD
₹ 30.00 Lakhs	Single Domestic (1 Adult)	₹ 12000
₹ 36.00 Lakhs	Double Domestic (2 Adults)	₹ 20000
₹ 42.00 Lakhs	Single Foreign (1 Adult)	₹ 35000
₹ 48.00 Lakhs	Double Foreign (2 Adults)	₹ 50000
₹ 54.00 Lakhs	Foreign Trip (2 Adults + 1 Kid)	₹ 60000
₹ 60.00 Lakhs	Foreign Trip (2 Adults + 2 Kids)	₹ 65000

\*In place of Trip, you will get total cost of reward.  
Alloy medals & Certificate will be presented after the release of reward in subsequent Quarter meeting

# Total Achievement

TOTAL SALE / YEAR	COST OF REWARD
₹ 24.00 Lakhs	₹ 102075
₹ 30.00 Lakhs	₹ 154500
₹ 36.00 Lakhs	₹ 228500
₹ 42.00 Lakhs	₹ 315500
₹ 48.00 Lakhs	₹ 396500
₹ 54.00 Lakhs	₹ 624500
₹ 60.00 Lakhs	₹ 847500

## GENERAL TERMS & CONDITION

The above Incentive Program is subject to the following general conditions:-

1. The sale is complete only if we receive payments on time, therefore ensure that bills are cleared within the stipulated period, so that we can release incentive on time.
2. To get eligible for Quarterly incentive - Minimum average net primary sale must be ₹ 2.00 LAKHS / MONTH
3. Minimum 10% cumulative growth on net sale is mandatory. No incentive on less than 10% cumulative growth. Incentive not received due to less than 10% growth cannot be released in following quarter.
4. No special consideration on less than 10% cumulative growth.
5. Following quarter should be minimum 70% of eligibility slab.
6. Incentive will be calculated on quarterly basis and it will be released on the 4th Month of that quarter end. i.e. 1st quarter incentive will be released in October month Salary.
7. No dumping allowed. If found dumped, Sale will be deducted while calculating incentive.
8. KOL & Extra approved schemes will be deducted from the product wise sales.

9. Negative feedback of gift - 3 times cost of that gift given will be deducted from total incentive
10. Expiry: 400% deduction
11. Return: 200 % (more than 6 month exp.) deduction
12. Breakage: 100% deduction
13. **Most Important Point** - Calculation of incentive/awards is strictly subjected to the realization of payments on time. All Stockist are expected to clear the payment within the due date i.e. within 7 days in local and 21 days from out station from the date of dispatch. Such drafts should reach our C&F within 30 days of dispatch.
14. When payments are received in such proper time, 100% sales credit will be given. However, if payments are received between 31-40 days of dispatch, only 80% of sales credit will be given. If payments are received after 40 days, only 70% of sales credit will be given. It is most important that all **DSM/ZM/RM/AM/SBO/SBE** should ensure timely clearance of all bills
15. All administrative work, reports and work pattern of the DSM/ZM/RM/AM/SBO/SBE must be up-to-date and in compliance with the Company instructions/standards throughout the period/quarter and there should be no major failures or breaches in this regard.
16. Sales achievement will be computed on the basis of net value invoiced by C&F to Stockist in each MR's area. In certain specified pooled HQs, sales credit will be given on individual performance.
17. The Management also believes in consistent genuine sales achievements and is strongly against dumping and unfair practices. If found, that any SBE/SBO/AM/RM/ZSM/DSM is lacking in any of these aspects, the Management has the right to withhold payment of any incentive to a SBE/SBO/AM/RM/ZSM/DSM at its absolute discretion or disqualify them from the whole incentive scheme altogether.
18. If any SBE/SBO/AM/RM/ZSM/DSM, for any reason whatsoever, leaves the company, he shall be deemed to have withdrawn from all past and present incentive schemes and shall lose all his unpaid incentive earnings and shall have no claim whatsoever against the Company in this regard.
19. Due incentive amounts will be paid as soon as possible, subject to the aforesaid conditions, deduction of applicable taxes.
20. The Management reserves the right to make any changes in the Incentive schemes at its sole discretion at any point of time without any prior intimation.

# Managers' Quarterly Incentive

## Front Line Manager

Front line managers will get 110% of average quarterly incentive of their MRs subject to minimum average productivity of 1.80 LAKHS / Month/MR.

Minimum 3 MR or high as actual will be calculated for incentive.  
All vacancies will be calculated.

Medal (Cost of Reward) & Trip of Front line Manager will be calculated as 90% Average net productivity of MR.

Minimum 3 SBE/SBO or high as actual will be calculated.  
All vacancies will be calculated.

## Second Line Managers And Above

Second line managers & above will get 120% of average quarterly incentive of their MRs subject to minimum average productivity of 1.60 LAKHS / Month/MR.

Minimum 3 MR or high as actual/AM will be calculated for incentive.  
All vacancies will be calculated.

Medal (Cost of Reward) & Trip of Second line Managers & above will be calculated as 80% Average net productivity of AM.

Minimum 3 SBE/SBO or high as actual/AM will be calculated. All vacancies will be calculated.

# ALL THE BEST...