

L0 (offroll) payment plan

Principles

- 1 Payment plan structure similar to R1 freelancer payment plan
- 2 Differential payout between AG and non-AG products
- 3 1.5% additional schemes budgeted to be utilised for monthly,
- 4 0.5% additional scheme required to be re-apportioned from k

1. Monthly Commission

80%

Total monthly sales by L0		Commis
From	To	AG Sale (Payment Plan)
10,000	59,999	12.0%
60,000	99,999	13.0%
100,000	149,999	13.5%
150,000	199,999	14.0%
200,000	249,999	14.5%
250,000	2.5L+	15.0%

Special incentive to be reviewed every 3 months

2. Quarterly Commission

Quarterly sales value		Commission %
From	To	
120,000	199,999	0.00%
200,000	299,999	1.00%
300,000	3L+	1.50%

3. Friend get a friend

	Quarterly	
Self quarterly sales	120,000	199,999
	200,000	299,999
	300,000	3L+

1

/ quarterly commission
budget for differential payout for non-AG products

20%

Commission %	Total payout as per PnL
Non-AG Sale (Payment Plan)	Payment Plan Payout
13.00%	12.2%
14.00%	13.2%
14.50%	13.7%
15.00%	14.2%
15.50%	14.7%
16.00%	15.2%

Friend's quarterly sales	
1.2L - 1.99L	2.0-2.99L
1.00%	1.00%
1.00%	1.25%
1.00%	1.25%

3L +
1.00%
1.25%
1.50%

PST Payment Plan: (Hybrid Model)

1. Input Metrics

Month	Month 1	Month 2	Month 3	Month 4
Payout	5000	3000	2000	2000

Sale from FGF				
From	To	Month 1	Month 2	Month 3
10,000	59,999	1.00%	1.00%	1.00%
60,000	99,999	1.25%	1.25%	1.25%
100,000	149,999	1.50%	1.50%	1.50%
150,000	199,999	1.50%	1.50%	1.50%
200,000	249,999	1.50%	1.50%	1.50%
250,000	2.5L+	1.50%	1.50%	1.50%

Only for a new PST profile

2. Output Metrics

Value Based Incentive

Slab	*Value Slab (Rs.) AG and non-AG		Value Based Incentive
	From	To	Comm for 10K Sales Value
1	0	49999	0
2	50000	79999	0
3	80000	119999	150
4	120000	149999	200
5	150000	199999	250
6	200000	249999	300
7	250000	349999	350
8	350000	499999	450
9	500000	& above	550

SKU-based incentive

FROM	TO	SKU Inc AG	SKU Inc EC/AEG
10000	12000	100	300
12001	15000	200	600
15001	20000	500	1000

20001	30000	700	1400
30001	35000	900	1800
35001	40000	1100	2200
40001	70000	1300	2600
70001	& above	1500	3000

3. PST Commission:

		For every 10K		
From	To	Month 1	Month 2	Month 3
0	49999	0	600	600
50000	119999	600	900	900
120000	+	800	1000	1000

4. EW incentive (Extended Warranty)

To be eligible for incentive based SKU, PST has to achieve a min sales value of 80,000

EW VALUE RANGE		INC AMT RS.
FROM	TO	
2000	2500	100
2501	3500	150
3501	4500	200
4501	5500	250
5501	& above	300

Month 4
1.00%
1.25%
1.50%
1.50%
1.50%
1.50%

Validated demos per month				
No. of valid	Month 1	Month 2	Month 3	Month 4
0-2	0	0	0	0
3-4	1000	600	400	400
5-6	1750	1200	800	800
7-8	2500	1800	1200	1200
9-10	3250	2400	1600	1600
10+	4500	3000	2000	2000

Month 4
600
900
1000

Trainings (NEO)				
Component	Month 1	Month 2	Month 3	Month 4
Completion of training with certificate	500	0	0	0

L0 (onroll) payment plan

1. Personal Sales

To be eligible for value based commission, the CSS has to achieve min sales from the category of:

AG: 100,000 from Aquaguard products

EC: 100,000 from Euroclean products

AEG: 100,000 from Eurocleand and Aeroguard products

CSS(P)			
Slab	*Value Slab (Rs.)		Comm for 10K Sales Value
	From >>>>>>>>>	To	
1	140000	149999	200
2	150000	199999	250
3	200000	249999	300
4	250000	349999	350
5	350000	499999	450
6	500000	& above	550

2. SKU wise incentive

To be eligible for incentive based SKU, CSS has to achieve a min sales value

CSS (P) AG: 1.2L

CSS (P) EC/ AEG: 1.0L

CSS (C)/ CSE AG: 1.4 L

CSS (C)/ CSE EC/ AEG: 1.2 L

FROM	TO	SKU Inc AG	SKU Inc EC/AEG
10000	12000	100	300
12001	15000	200	600
15001	20000	500	1000
20001	30000	700	1400
30001	35000	900	1800
35001	40000	1100	2200
40001	70000	1300	2600
70001	& above	1500	3000

3. EW incentive (Extended Warranty)

To be eligible for incentive based SKU, CSS has to achieve a min sales value

CSS (P) AG: 1.2L

CSS (P) EC/ AEG: 1.0L

CSS (C)/ CSE AG: 1.4 L

CSS (C)/ CSE EC/ AEG: 1.2 L

EW VALUE RANGE		INC AMT RS.
FROM	TO	
2000	2500	100
2501	3500	150
3501	4500	200
4501	5500	250
5501	& above	300

the sales group to which the CSS is mapped

CSS / CSE			
Slab	*Value Slab (Rs.) AG		Comm for 10K Sales Value
	From >>>>>>>>	To	
1	140000	149999	200
2	150000	199999	250
3	200000	249999	300
4	250000	349999	350
5	350000	499999	450
6	500000	& above	550

L1 payment plan

Principles

1. Payment plan structure similar to R1 L1 Payment Plan

Qualifying criteria for all components of payment plan

90% Budget achievement

1. Budget ach

% Budget achievement (Self + Team)	Commission for every 10K Value
90%	90
100%	110
110%	130
120%	150
130%	170
140%	190
150%	200

2. Personal sales

Monthly Personal sales value	
From	To
0	49,999
50,000	149,999
150,000	199,999
200,000	249,999
250,000	349,999
350,000	499,999
500,000	500000+

3. L0 productivity incentive

Monthly Productivity of L0	
From	To
11000	39999
40000	59999
60000	79999
80000	99999
100000	129999

130000	149999
150000	209999
210000	259999
260000	260000+
Total	

4. No. of L0 additions (Freelancers + PST)

First Three Months' achievement of new addition (One time payout)

First three months' sales value (Month 1 to Month 3)

From	To
120,000	179,999
180,000	299,999
300,000	3L+

Commission for every 10K Value
100.00
300.00
500.00
600.00
700.00
900.00
1,100.00

Commission per onroll	Commission per Sales Consult	Commission per PST
0	75	0
0	100	0
0	150	150
0	300	300
0	400	400

0	600	600
800	800	800
1000	1000	1000
1200	1200	1200

Value
1,500
3,000
4,500

L2 payment plan

Principles

1. Payment plan structure similar to R1 L2 Payment Plan

Qualifying criteria for all components of payment plan

1. Budget ach

% Budget achievement
90%
100%
110%
120%
140%+

2. L0 productivity incentive

From
11000
40000
60000
80000
100000
130000
150000
210000
260000
Total

3. No. of L0 additions

Quarterly achievement of new addition (One time payout)

Quarterly sales value
From
120,000
180,000
300,000

80% Budget achievement (overall)

Commission for every 10K Value
18
24
26
28
30

To	Commission per onroll	nmission per Sales Consult
39999	0	15
59999	0	20
79999	0	30
99999	0	50
129999	0	100
149999	0	150
209999	200	200
259999	250	250
260000+	300	300

	Value
To	
179,999	300.00
299,999	600.00
3L+	900.00

Commission per PST
0
0
30
50
100
150
200
250
300

L3 payment plan

Qualifying criteria for all components of payment plan

1. Budget ach

% Budget achievement
90%
100%
110%
120%+

2. L0 productivity incentive

From
11000
40000
60000
80000
100000
130000
150000
210000
260000
Total

3. No. of L0 additions

Quarterly achievement of new addition (One time payout)

Quarterly sales value
From
120,000
180,000
300,000

80% Budget achievement (overall)**Commission for every 10K Value**

5.00
5.75
6.50
7.25

To	Commission per onroll
39999	0.00
59999	0.00
79999	0.00
99999	0.00
129999	0.00
149999	0.00
209999	50.00
259999	62.50
260000+	75.00

To	Value
179,999	60.00
299,999	120.00
3L+	180.00

Commission per Sales Consultan	Commission per PST
2.50	0.00
3.00	0.00
5.00	5.00
10.00	10.00
25.00	25.00
35.00	35.00
50.00	50.00
62.50	62.50
75.00	75.00