

MEMORANDUM

To : ☒ Sales ☐ CODY ☐ DSC
Cc : All HOD Announcer : Sales Planning Department
Date : 15 January 2019 Doc. No : SP1901 - 051

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COWAY

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2019 Half Yearly Incentive Trip (Q1 Fighting Criteria)

Dear all,

We are pleased to announce that the fighting criteria of 2019 First Half Incentive Trip for first quarter (January, February and March) are listed as follows:



Fighting Criteria:

Neo Pro HP		
Type	Achieved units	Seat
Hit & Go	≥ 60 units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	Unlimited

SM		
Type	Achieved units	Seat
1st Hit 1st Go	≥ 2,400 units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	5 Seats

HM		
Type	Achieved units	Seat
1st Hit 1st Go	≥ 400 units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	15 Seats

GM		
Type	Achieved units	Seat
1st Hit 1st Go	≥ 10,000 units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	2 Seats

A. Fighting Period

- Sales Key In : 26 December 2018 to 22 March 2019
- Net Sales : January 2019 to March 2019 (*Fresh Key in Fresh Net Sales*)

B. Requirements

- For HP category, the trip qualification is applicable to Neo Pro HP only.
- The trip qualifiers are required to maintain SHI level at a minimum of 50% in March 2019.
- The trip qualifiers are required to remain at current position or at higher position after promotion before the trip departure. The qualification will be forfeited should you failed to meet the requirements.

C. Product

- Manual Bidet (BA-12) and Prism (CIP-05) will **NOT** be included into the calculation of Net Sales unit.

D. Manager

- Mother is required to maintain minimum unit of Net Sales for any month within the fighting period in order to be entitled for the Net Sales captured under Son:
 - HM : 80 units
 - SM : 500 units
 - GM : 2,000 units
- For **promotion** to higher position within the fighting period, the total unit of Net Sales before promotion will be **MULTIPLIED by 5 (FIVE)**.
- For those promoted to higher position within the fighting period, the fighting requirement shall refer to the qualification criteria of the new position.
- For newly promoted manager within the fighting period, individual net sales (HP to HM) or group net sales (HM to SM / SM to GM) during pre-promotion period will be taken into the calculation.

Terms & Conditions

A. Data & Calculation

1. The updated monthly result will be calculated based on Monthly Net Sales Closing and Monthly Neo Pro Survival Listing.
2. The final qualifier name list will be based on 2019 March Neo Pro Survival Listing (*excluding newly joined Neo Pro and re-join Neo Pro for the month*).
3. Should there be any same result within the qualifiers, the final decision shall be made by Coway Management with priority given to:
 - Total Accumulated PV
 - Application Type (Outright > Instalment > Rental)

B. General

1. Each qualifier is entitled for **ONE** ticket only.
2. The qualifier trip is **NOT** allowed to be exchanged for cash or transferred to third party.
3. Disciplinary action will be taken on those (non-qualifier and the involved sales organisation) who join the incentive trip without permission from the Management.
4. The departure point for incentive trip will be Kuala Lumpur only.
5. The qualifier shall prepare own valid passport to be submitted to the Management before trip departure.
6. Coway Malaysia reserves the right to amend the terms and conditions without prior notice.

Example for HP Category

Neo Pro HP		
Type	Achieved units	Seat
Hit & Go	≥ 60 units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	Unlimited

Example A

Month	Rank	Individual Net Sales
Jan '19	HP	20
Feb'19	HP	20
Mar'19	HP	20
Total Sales in Q1		= 20 + 20 + 20
HP Result		60
<i>Note: HP net sales = 60 units</i>		



HP QUALIFY For Trip

Example B

Month	Rank	Individual Net Sales
Jan '19	HP	20
Feb'19	HP	19
Mar'19	HP	20
Total Sales in Q1		= 20 + 19 + 20
HP Result		59
<i>Note: HP net sales < 60 units</i>		



HP NOT QUALIFY For Trip

Example C: Newly Promoted From HP To HM

Month	Rank	Individual Net Sales	HM Group Sales
Jan '19	HP	50*	= 50 X 5 = 250
Feb'19	Promoted as HM		70
Mar'19	HM		80
Total Sales Q1			= 250 + 70 + 80
HP Result			400

* Last individual HP sales multiply by 5

Note: HM net sales > 400 units



HM QUALIFY For Trip

Example for HM Category

HM		
Type	Achieved units	Seat
1st Hit 1st Go	≥ 400 units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	15 Seats

Example A

Month	Rank	HM Group Sales	HM Group Sales
Jan '19	HM	115	115
Feb'19	HM	138	138
Mar'19	HM	159	159
Total Sales Q1			= 115 + 138 + 159
HM result			412
Note: HP net sales > 400 units			



HM QUALIFY For Trip

Example B

Month	Rank	HM Group Sales	HM Group Sales
Jan '19	HM	100	100
Feb'19	HM	100	100
Mar'19	HM	100	100
Total Sales Q1			= 100 + 100 + 100
HM result			300
Note: HP net sales < 400 units			



HM NOT QUALIFY For Trip

Example C: Newly Promoted From HM To SM

Month	Rank	HM Group Net Sales	SM Group Sales
Jan '19	HM	200*	= 200 x 5 = 1000
Feb'19	Promoted to SM		800
Mar'19	SM		900
Total Sales Q1			= 1000 + 800 + 900
SM Result			2700

* Last HM group sales multiply by 5

Note: SM net sales > 2,400 units



SM QUALIFY For Trip

Example for HM Category Cont.

Example D: Mother HM Promoted Son

Month	Mother HM Group Net Sales	Son Sales Net Sales	HM Group Sales
Jan	125 units	-	125
Feb (Promoted new son)	78 units* Mother HM	60 units	78 + 60 = 138
Mar	82 units* Mother HM	55 units	82 + 55 = 137
Total Sales Q1			= 125 + 138 + 137
Mother HM Result			400

* Mother HM net sales > 80 units in March, will include net sales from Son HM

Note: HM net sales = 400 units



HM QUALIFY For Trip

Example E: Mother HM Promoted Son

Month	Mother HM Group Net Sales	Son Sales Net Sales	HM Group Sales
Jan	125 units	-	125 units
Feb (Promoted new son)	75 units* Mother HM	50 units	75 units
Mar	78 units* Mother HM	50 units	78 units
Total Sales Q1			= 122 + 75 + 78
Mother HM result			278



HM NOT QUALIFY For Trip

* Mother HM net sales < 80 units, will NOT include net sales from Son HM

Note: HM net sales < 400 units

Example for SM Category

SM		
Type	Achieved units	Seat
1st Hit 1st Go	$\geq 2,400$ units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	5 Seats

Example A

Month	Rank	SM Group Sales	SM Group Sales
Jan '19	SM	794	794
Feb'19	SM	838	838
Mar'19	SM	925	925
Total Sales Q1			= 794 + 838 + 925
SM Result			2557

Note: SM net sales > 2,400 units



SM QUALIFY For Trip

Example B

Month	Rank	SM Group Sales	SM Group Sales
Jan '19	SM	584	584
Feb'19	SM	725	725
Mar'19	SM	694	694
Total Sales Q1			= 584 + 725 + 694
SM Result			2003

Note: SM net sales < 2,400 units



SM NOT QUALIFY For Trip

Example C: Newly Promoted From SM To GM

Month	Rank	SM Group Sales	GM Group Sales
Jan '19	SM	1243 *	= 1243 x 5 = 6215
Feb'19	Promoted to GM		2248
Mar'19	GM		2478
Total Sales Q1			= 6215 + 2248 + 2478
GM Result			10941

* Last SM group sales multiply by 5

Note: GM net sales > 10,000 units



GM QUALIFY For Trip

Example for SM Category Cont.

Example D: Mother SM Promoted Son

Month	Mother HM Group Net Sales	Son Sales Net Sales	SM Group Sales
Jan	972	-	972
Feb (Promoted new son)	498 units* Mother SM	493 units	498 + 493 = 991
Mar	521 units* Mother SM	487 units	521 + 487 = 1008
Total Sales Q1			= 972 + 991 + 1008
Mother SM Result			2871

* Mother SM net sales > 500 units in March, will include net sales from Son
Note: SM net sales > 2,400 units



SM QUALIFY For Trip

Example E: Mother SM Promoted Son

Month	Mother SM Group Net Sales	SM Group Sales	SM Group Sales
Jan	972	-	972 units
Feb (Promoted new son)	498 units* Mother SM	493 units	498 units
Mar	473 units* Mother SM	487 units	473 units
Total Sales Q1			= 1038 + 498 + 473
Mother SM Result			2009

* Mother SM net sales < 500 units, will NOT include net sales from Son
Note: SM net sales < 2,400 units



SM NOT QUALIFY For Trip

Example for GM Category

GM		
Type	Achieved units	Seat
1st Hit 1st Go	$\geq 10,000$ units Q1-2019 Net Sales Fresh key & fresh Net in Jan'19 to Mar'19	2 Seats

Example A

Month	Rank	GM Group Sales	GM Group Sales
Jan '19	GM	3284	3284
Feb'19	GM	3315	3315
Mar'19	GM	3462	3462
Total Sales Q1			= 3284 + 3315 + 3462
GM Result			10061

Note: GM net sales > 10,000 units



GM QUALIFY For Trip

Example B

Month	Rank	GM Group Sales	GM Group Sales
Jan '19	GM	2674	2674
Feb'19	GM	2895	2895
Mar'19	GM	2791	2791
Total Sales Q1			= 2674 + 2895 + 2791
GM Result			8360

Note: GM net sales < 10,000 units



GM NOT QUALIFY For Trip

Example C: Mother GM Promoted Son

Month	Mother HM Group Net Sales	Son Sales Net Sales	GM Group Sales
Jan	3682	-	3482
Feb (Promoted new son)	1747 units* Mother GM	1762 units	1747 + 1762 = 3509
Mar	2018 units* Mother GM	1689 units	2018 + 1689 = 3707
Total Sales Q1			= 3682 + 3509 + 3707
Monther GM Result			10698

* Mother GM net sales > 2,000 units in March, will include net sales from Son

Note: GM net sales > 10,000 units



GM QUALIFY For Trip

Example D: Mother GM Promoted Son

Month	Mother SM Group Net Sales	Son Sales Net Sales	GM Group Sales
Jan	3682	-	3682
Feb (Promoted new son)	1747 units* Mother GM	1762 units	1747 units
Mar	1863 units* Mother GM	1689 units	1863 units
Total Sales Q1			= 3682 + 1747 + 1863
Mother GM Result			7292

* Mother GM net sales < 2,000 units, will NOT include net sales from Son

Note: GM net sales < 10,000 units



GM NOT QUALIFY For Trip

MARTIN LEE

Chief Operating Officer (C.O.O)

COWAY (M) SDN. BHD.