

MEMORANDUM

To : ☒ SALES ☐ CODY ☐ DSC ☐ HT

Cc : All HOD

Announcer : Strategy & Planning Department

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2019 2nd Half Year Incentive Trip



Dear Sales Organisation,

We are pleased to announce the fighting criteria of 2019 Second Half Incentive Trip for third and fourth quarters (**from July 2019 to December 2019**) are listed as follows:



Normal Fighting Criteria



HP Category *(normal fighting criteria)*

HP Fighting Criteria	
Month	Net Sales (units)
Jul-19	≥ 10
Aug-19	≥ 10
Sep-19	≥ 10
Oct-19	≥ 10
Nov-19	≥ 10
Dec-19	≥ 10
Accumulated*	≥ 75
SHI for Dec-19	≥ 50%

Destination	Seats Available	Qualifiers
Switzerland	50 seats	Top 50
Turkey	50 seats	51 st - 100 th
Maldives	Unlimited ∞	Hit & Go!
Grand Total	100 seats & above	

* HP required to achieve the above minimum requirement for 5 months within 2nd Half in 2019.



HM Category *(normal fighting criteria)*

Destination	Seats Available	Qualifiers	
		Group A	Group B
HM Fighting Criteria		Net Sales by RANKING within the group	
Switzerland	10 seats	Top 7	Top 3
Turkey	10 seats	8 th - 14 th	4 th - 6 th
Maldives	20 seats	15 th - 30 th	7 th - 10 th
Grand Total	40 Seats	30 seats	10 seats
SHI for Dec-19		≥ 50%	



SM Category *(normal fighting criteria)*

Destination	Seats Available	Qualifiers	
		Group A	Group B
SM Fighting Criteria		Net Sales by RANKING within the group	
Switzerland	3 seats	Top 2	Top 1
Turkey	6 seats	3 rd - 6 th	2 nd - 3 rd
Maldives	6 seats	7 th - 10 th	4 th - 5 th
Grand Total	15 Seats	10 seats	5 seats
SHI for Dec-19		≥ 50%	

Promotion Fighting Criteria & Calculation



Son Manager

Promotion* Category	Destination	Seat Available	Fighting Criteria		Note
			Net Sales (units)	SHI	
HP promote to HM	Maldives	10 seats	≥ 80 units in any months within fighting period	≥ 50% for December 2019	1st Hit 1st Go
HM promote to SM	Turkey	4 seats	≥ 500 units in any months within fighting period		
SM promote to GM	Switzerland	1 seat	≥ 1500 units in any months within fighting period		
Grand Total		15 seats			

*Last Promotion Month: October 2019

(Normal Manager Promotion submission by August 2019, Team Leader Promotion submission by September 2019)



Mother Manager

(Mother own group net sales x 1.5 after promoted Son)

HM Example: Mother HM promoted a Son HM in Aug-19

Category	Promotion Month	Group Net Sales (units)						Accumulated
		PV month 7	PV month 8	PV month 9	PV month 10	PV month 11	PV month 12	
Son HM	Aug-19	-	54	64	87	92	117	414
Mother HM	-	110	67	80	104	110	140	611
Calculation Mother HM (Own Group Sales x 1.5 after son's promotion)								
Calculation for Mother HM		110	100.5	120	156	165	210	861.5
Formula	Son HM not promoted yet		= 67 x 1.5	= 80 x 1.5	= 104 x 1.5	= 110 x 1.5	= 140 x 1.5	

SM Example: Mother SM promoted a Son SM in Sep-19

SM Category	Promotion Month	Group Net Sales (units)						Accumulated
		PV month 7	PV month 8	PV month 9	PV month 10	PV month 11	PV month 12	
Son SM	Sep-19	-	-	480	520	570	610	2180
Mother SM	-	900	529	600	750	810	970	4559
Calculation Mother SM (Own Group Sales x 1.5 after son's promotion)								
Calculation for Mother SM		900	529	900	1125	1215	1455	6124
Formula	Son SM not promoted yet			= 600 x 1.5	= 750 x 1.5	= 810 x 1.5	= 970 x 1.5	

Terms & Conditions

A. Fighting Period

1. Sales Key In : 27 June 2019 – December 2019 Sales Closing
2. Net Sales : July 2019 to December 2019 (*Fresh Key In Fresh Net Sales*)

B. Managers Grouping

1. For HM category, managers are divided into two groups as below:
 - Group A with average monthly net sales at 80 units & above
 - Group B with average monthly net sales less than 80 units
2. For SM category, managers are divided into 2 groups as below:
 - Group A with average monthly net sales at 500 units & above
 - Group B with average monthly net sales less than 500 units

C. Requirements

1. For HP category, the trip qualification is applicable to Neo Pro HP only.
2. The last recruitment month for HP is August 2019.
3. Neo Pro HP are required to achieve the minimum requirement for 5 months within the fighting period.
4. The trip qualifiers for all category (HP, HM & SM) are required to achieve SHI at a minimum of 50% in December 2019.
5. 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 achieve the requirements.

D. Product

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

E. Promotion

1. For **promotion within third quarter**, newly promoted manager shall refer to the **promotion fighting criteria** and calculations of new designation for **third quarter only** (July 2019 to September 2019). The mentioned manager will need to refer to the **normal fighting criteria under Group B** for **fourth quarter** (October 2019 to December 2019).
2. For **promotion within fourth quarter**, newly promoted manager shall refer to the **promotion fighting criteria** and calculations of new designation **within the quarter** (October 2019 to December 2019).

Terms & Conditions

3. For mother manager promoted son manager within the fighting period, mother's own group net sales after the promotion of son shall be multiply by 1.5.
4. The last promotion month for managers is October 2019 with the submission dateline as below:
 - Normal Manager Promotion submission by August 2019
 - Team Leader Promotion submission by September 2019

F. 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 December Neo Pro Survival Closing 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:
 - i. Application Type (Outright > Instalment > Rental)
 - ii. Total Accumulated PV

G. 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. Woongjin Coway Malaysia reserves the right to disqualify any qualifiers or candidate that found to be taking part in any misconducts or irregular sales.
7. Woongjin Coway Malaysia reserves the right to amend the terms and conditions without prior notice.

MARTIN LEE

Chief Operating Officer (C.O.O)

WOONGJIN COWAY (MALAYSIA) SDN. BHD.

(Formerly known as Coway (M) Sdn. Bhd.)

