

## SPM/G Incentive Standard January – March 2025

### I. FINAL PENCAPAIAN

1. Pencapaian Target dibagi target per bulan dikalikan 50%
2. Pencapaian Target Bigsize dibagi target per bulan dikalikan 50%
3. Hasil pencapaian Point 1 dan 2 ditambahkan

Formula Perhitungan :

$$\begin{aligned} & (\text{Pencapaian Target/Target PerSPM} = \dots \text{ hasil mengikuti hasil pencapaian} \times 50\%) \\ & + \\ & (\text{Pencapaian Target Bigsize/Target Bigsize per SPM} = \dots \text{ hasil mengikuti hasil pencapaian} \times 50\%) \\ & = \dots \% \text{ dihitung Kembali dengan prosentase pencapaian} \end{aligned}$$

Contoh Perhitungan :

A dengan target 200 juta dengan hasil sell out bulan I 150 juta

A dengan target bigsize 50 juta dengan hasil sell out 60 juta

$$120\text{jt}/200\text{jt} = 60 \% \text{ pencapaian dibayar } 70\% \times 50\% = 35\%$$

$$60\text{jt}/50\text{jt} = 120 \% \text{ pencapaian dibayar } 110\% \times 50\% = 55 \%$$

= 90 % pembayaran insentif sesuai dengan pencapaian

4. Pencapaian pembayaran maksimal insentif 110%
5. Pencapaian Target perbulan 71%-110%, Pembayaran Insentif adalah sesuai pencapaian.
6. Pencapaian Target perbulan 51%-70%, Pembayaran Insentif 70%.
7. Pencapaian Target perbulan kurang dari 50%, Pembayaran Insentif adalah 50%.
8. SPM TV Jual HA dan sebaliknya tetap sesuai Pencapaian Target

\* Target perhitungan Per SPM TV dan HA tetapi dibayarkan secara terpisah

## II. Model Incentive

| TV                  |                  |                         | AC   |                  |                         | REF&WM     |                  |                         |
|---------------------|------------------|-------------------------|--|------------------|-------------------------|------------|------------------|-------------------------|
| Model               | Incentive / unit | Additional Reward/ unit | Model  | Incentive / unit | Additional Reward/ unit | Model      | Incentive / unit | Additional Reward/ unit |
| L24G5W              | 5,000            |                         | CSC-05NVB4   | 20,000           |                         | CBC-50     | 10,000           |                         |
| L32G5W              | 13,000           |                         | CSC-09NVB4   | 25,000           |                         | CBC-100    | 12,000           |                         |
| L40G5W              | 20,000           |                         | CSC-05NVC4   | 15,000           |                         | CRF-208    | 20,000           |                         |
| L32H7               | 20,000           |                         | CSC-09NVC4   | 20,000           |                         | FTM280NB   | 30,000           | 10,000                  |
| L40H7               | 30,000           |                         | CSC-05CSD4   | 15,000           |                         | FTM285NIB  | 40,000           | 15,000                  |
| L43H7               | 50,000           |                         | CSC-09CSD4   | 20,000           |                         | FTM355NIB  | 55,000           | 20,000                  |
| L32QCN1             | 30,000           |                         | CSC-12NVB4   | 30,000           | 10,000                  | FTM485NIB  | 70,000           | 50,000                  |
| L40QCN1             | 45,000           |                         | CSC-18NVB3   | 40,000           | 25,000                  | CRF-580    | 100,000          | 100,000                 |
| L43QCN1             | 60,000           |                         | CSC-05RDX4   | 30,000           |                         | FSS680NIB  | 100,000          | 100,000                 |
| U43QCN1             | 80,000           |                         | CSC-09RDX4   | 35,000           |                         | FSS680NIGB | 100,000          | 100,000                 |
| U50QCN1             | 100,000          | 20,000                  | CHFS-24LA  | 100,000          | 50,000                  | FCD680NIB  | 100,000          | 100,000                 |
| U55QCN1             | 130,000          | 20,000                  | CHFS-48LA  | 120,000          | 80,000                  | FTM155DB   | 18,000           |                         |
| U65QCN1             | 200,000          | 20,000                  | CHOL-05L4  | 20,000           |                         | CRF-238    | 25,000           |                         |
| U50H7 PRO/50G7P PRO | 90,000           | 20,000                  | 05QB2  | 20,000           |                         | FCF136DW   | 15,000           |                         |
| U55H7 PRO/55G7P PRO | 120,000          | 20,000                  | 09QB2  | 25,000           |                         | FCF266DW   | 20,000           |                         |
| U65H7 PRO           | 190,000          | 50,000                  | 09PA   | 25,000           |                         | FCF336DW   | 25,000           |                         |
| U75F8T PRO          | 350,000          | 80,000                  |  |                  |                         | FCF396DW   | 30,000           |                         |
| U85F8T PRO          | 550,000          | 100,000                 |  |                  |                         | CBD-680    | 60,000           |                         |
| U98F8T PRO          | 800.000          | 200,000                 |  |                  |                         | FWT7600S   | 15,000           | 5,000                   |
| LC32G7N             | 20,000           |                         |  |                  |                         | FWT8600S   | 20,000           | 5,000                   |
| L32G7N              | 20,000           |                         |  |                  |                         | FWF8600S   | 55,000           | 20,000                  |
| L43G7N              | 50,000           |                         |  |                  |                         | FWF1200S   | 70,000           | 50,000                  |
| L32M91              | 20,000           |                         |  |                  |                         |            |                  |                         |
| L40M91              | 30,000           |                         | <b>1. Standard untuk promotor jual ke konsumen</b><br><b>2. Promter jual ke subdealer (tidak ada promotor) standard incentive sama dengan MD, 50% penjualan incentive ke konsumen</b><br><b>3.Subdealer yang mempunyai promotor, promotor grosir tidak mendapatkan incentive, tidak perlu report dingtalk.</b> |                  |                         |            |                  |                         |
| L43M91              | 50,000           |                         |  |                  |                         |            |                  |                         |
| L32G7P PRO          | 20,000           |                         |  |                  |                         |            |                  |                         |
| L40G7P PRO          | 25,000           |                         |  |                  |                         |            |                  |                         |
| L43G7P PRO          | 40,000           |                         |  |                  |                         |            |                  |                         |

1. **Additional Reward.** Big size and washing machine Reward tambahan sell out 20 unit per bulan.  
Di bawah 20 unit tidak mendapatkan bonus tambahan.

2. **Big size TOP 10 reward.** TOP 1-10, reward 400.000; TOP 11-20, reward 300.000

\*Big size: TV 50inch dan keatas, AC 1.5PK dan keatas, REF no frost.WM front loading.Min 20unit.

## 1. Discontinued Model Incentive

| TV              |                  | AC         |                  | REFF      |                  |
|-----------------|------------------|------------|------------------|-----------|------------------|
| Model           | Incentive / unit | Model      | Incentive / unit | Model     | Incentive / unit |
| L32G3(ANALOG)   | 10,000           | CSC-05NVB3 | 20,000           | CRF-280   | 55,000           |
| L32H1 (DIGITAL) | 13,000           | CSC-07NVB2 | 20,000           | FTM355NB  | 55,000           |
| L32H4           | 20,000           | CSC-09NVB2 | 25,000           | CRF-506   | 80,000           |
| L32K2           | 20,000           | CSC-09NVB3 | 25,000           | FSS600NIB | 100,000          |
| L40H1           | 30,000           | CSC-12NVB2 | 30,000           | CBD-105   | 15,000           |
| L40H2(ANALOG)   | 20,000           | CSC-12NVB3 | 30,000           | CBD-205   | 20,000           |
| L43H4           | 50,000           | CSC-18NVB  | 40,000           | CBD-305   | 30,000           |
| U50G7PF         | 90,000           | CSC-05CSD  | 15,000           |           |                  |
| U50K2           | 90,000           | CSC-05RDX  | 30,000           |           |                  |
| U65H7A          | 190,000          | CSC-09RDX  | 35,000           |           |                  |
| U55G7PF         | 120,000          | CSDC-09IVE | 40,000           |           |                  |
| U58H7A          | 120,000          | CCC-48QW   | 120,000          |           |                  |
| U75H9           | 350,000          |            |                  |           |                  |

\*Tidak ada dalam daftar model yang dihentikan, incentive 80% dari model serupa.

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