

Avroy
Shlain®



MANAGER SUCCESS *guide*

Your step-by-step guide to
building your Avroy Shlain business
as a Manager.

2026/2027

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Version 3 | Effective 1 September 2026.

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WELCOME

to the Next Part of Your Journey!

Congratulations on your appointment as a Manager. This is a significant milestone in your Avroy Shlain journey and a reflection of your dedication, commitment, and leadership potential.

As you step into this exciting new role, you have the opportunity to inspire, develop, and empower others to achieve their own success. Great leaders don't simply build businesses—they build people, create opportunities, and lead by example.

On behalf of the Sales Department, I would like to warmly welcome you to our management team. We are excited to have you join our leadership community and look forward to seeing the positive impact you will make within your team and across the business.

I wish you every success as you embrace the challenges and rewards that come with leadership. Continue to lead with passion, integrity, and purpose, knowing that your growth contributes to the continued success of Avroy Shlain.

Congratulations once again on this outstanding achievement. I am confident that your future as a leader will be filled with many more milestones and accomplishments.

At Avroy Shlain you never work alone. We provide you with support and training materials all the way!

Once you have completed your training, you will have learnt about

- Your role and responsibilities as a Manager
- Understanding your business
- Manager onboarding
- How to grow your network
- How to develop a new leader

Wishing you every success.

Rita Helen Hattingh
Head of Sales



BENEFITS

of Becoming a Manager

- The opportunity to lead your own team of Beauty Advisors
- Earning opportunity
- Attend exclusive networking events
- Performance Rewards and Recognition

Your Earnings Opportunity



ROLE OF A MANAGER

- Lead your team to achieve sales target every month.
- Recruit and activate new Beauty Advisors weekly.
- Train new Beauty Advisors on:
 - Confident Start Onboarding Programme
 - BA Compensation model
 - How to place, pay and receive orders weekly
- Communicate with Beauty Advisors through in person contact, group meetings, personal calls, WhatsApp and video calls weekly.
- Identify potential Managers.
- Track & Monitor sales weekly
- Motivate Beauty Advisors daily
- Recognition

MANAGER Earning Schedule 2026

LEVEL	SALES	EARNINGS
PROMOTE-OUT QUALIFICATION	STEP 1: Achieve team sales of R16 500/ P13 750/ N\$16 500 (Including personal sales) 2 New Active Recruits in the qualification month - Minimum Requirement 6 personally recruited Beauty Advisors	8%
YOUR NEXT STEP	You will earn 8% during your qualification month and a 3 month growth period. Grow your monthly team sales to R21 000 within this period to progress to Group Manager and earn 11%. If you do not reach R21 000, you will move to the Manager Below Threshold level and earn 6%.	
MANAGER BELOW THRESHOLD	R19500 /P16 250/ N\$19 500 – R20 999 /P17 499/ N\$20 999	6%
GROUP MANAGER	R21 000 /P17 500/ N\$21 000 – R52 999 /P44 165/ N\$52 999	11%
SENIOR MANAGER	R53 000 /P44 166/ N\$53 000 – R85 999 /P71 665/ N\$85 999	12%
EXECUTIVE MANAGER	R86 000 /P 71 666/ N\$86 000 – R141 999 /P118 332/ N\$141 999	12,5%
MILLION RAND MANAGER	R142 000 /P118 333/ N\$142 000 +	13%

All sales thresholds refer to monthly invoiced team sales

Earn an **ADDITIONAL BONUS:**

EXECUTIVE MANAGERS with sales of **R86 000** or more will earn an **ADDITIONAL R500 BONUS.**

MILLION RAND MANAGERS with sales of **R142 000** or more will earn an **ADDITIONAL R1 000 BONUS.**

NEW MANAGER ONBOARDING *Programme*

NOW THAT YOU ARE A JUNIOR MANAGER, LET'S GET YOU GOING!

Did you know that in your first 3 months after qualifying as a Junior Manager, you are eligible to participate in the Manager Onboarding Programme, where you have the opportunity to attend exclusive training with your Area Distributor, earn FREE Avroy Shlain Product Samples, and Product Training Guides.

NEW MANAGER ONBOARDING PROGRAMME

Once you qualify as a Junior Manager, you have the opportunity to participate in the 3 month Manager Onboarding Programme and earn **Gifts for the 3 month period which are valued at R3 878.**

MONTH 1

MONTH 1 CRITERIA:

Achieve **R18 000**/P15 000/N\$18 000 Sales PLUS Minimum 2 New Active Group Recruits

EARNINGS:

Earn 8% Service Fee = **R1 252**/P1 043/N\$1 252

REWARDS:

Avroy Shlain-Branded

- **NEW** Tote Bag
- **NEW** A5 Planner
- **NEW** Pen
- 2 x Clipboards



1

MONTH 2

MONTH 2 CRITERIA:

Achieve **R19 500**/P16 250/N\$19 500 Sales PLUS Minimum 2 New Active Group Recruits

EARNINGS:

Earn 8% Service Fee = **R1 356**/P1 130/N\$1 356

REWARDS:

- **NEW** Avroy Shlain Branded Golf Shirt
- **NEW** Avroy Shlain Branded Cap
- Pack of Blotters (x25)
- JS® Eau de Parfum 60ml
- Black Diamond® Eau de Toilette 100ml
- Redd® Eau de Parfum 60ml
- Endangered® for Her Wild Perfumed Body Spray 100ml
- Black Diamond® Anti-Perspirant Spray 150ml



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MONTH 3

MONTH 3 CRITERIA:

Achieve **R21 000**/P17 500/NS21 000 Sales PLUS
Minimum 2 New Active Group Recruits

EARNINGS:

Earn 11% Service Fee – **R2 008**/P1 673/NS2 008

REWARDS:

- **NEW** Avroy Shlain
Branded Vanity Case
- **NEW** Avroy Shlain
Branded Lightweight Jacket
- Body Essence® Tissue Oil 100ml
- CRT® Anti-Wrinkle Serum 30ml
- CRT® Vitamin C Oil Serum 30ml
- CRT® 2 in 1 Foam Cleanser 150ml
- CRT® Firming Face & Neck Cream 50ml



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QUALIFY IN ALL 3 MONTHS

REWARDS:

- **NEW** Manager Badge
- **NEW** Scarf



Mother Manager & New Manager PROMOTE OUT BONUS

The Mother Manager and the New Manager will each receive a once-off **R500** Promote Out Bonus after the New Manager successfully completes the 3-month Onboarding Programme.

Mother Manager RETENTION BONUS

As the Mother Manager you can earn an **ADDITIONAL R500** by helping your New Manager grow their business after they have completed their 3-month Onboarding Programme.

HOW IT WORKS:

- **Month 4: Receive R500** if your New Manager achieves R21 000/P17 500/NS21 000
- **Month 5: Receive R500** if your New Manager achieves R21 000/P17 500/NS21 000
- **Month 6: Receive R500** if your New Manager achieves R21 000/P17 500/NS21 000

These bonus earnings are paid in addition to monthly service fee.
No missed months can be recovered.

* Disclaimer: Avroy Shlain reserves the right to change the programme and products at any time without prior notice.

GROWING

Your BA Team

As a Manager your earnings are dependent on your team of Beauty Advisors. Focusing on continuously growing your BA Team Network is the best way to secure consistent sales which will result in consistent earnings that will grow from month to month.

The more Beauty Advisors joining your team, the more your sales.

Potential new Beauty Advisors are all around you.



Your Personal Network
(Friends, relatives, anyone you know)



Host an Avroy Shlain Business or Product Workshop or Pamper Party



Business Network
(Colleagues)



Social Network



Local Businesses
in your area



To close a sale successfully, you need to know your products well by accessing the digital product training material on the Revolution Platform under Resources.

ENSURE YOUR NEW BAs SUCCESS:

It's all about CONTACT! Ensure your new BAs success through daily contact. Set up a WhatsApp GROUP for all your Beauty Advisors – Use this platform to share daily business related information including:

- Train your BAs on the Confident Start Beauty Advisor Onboarding Programme
- Training weekly on easy to sell products
- Share Digital flyers and content
- Daily motivation
- Daily Sales Update

****TOP TIP****

Use the WhatsApp Status promotionally. For instance, try posting images or videos highlighting flash sales and special offers. Since the content will disappear after 24 hours, this is a great way to create a sense of FOMO and get your team excited and engaged.



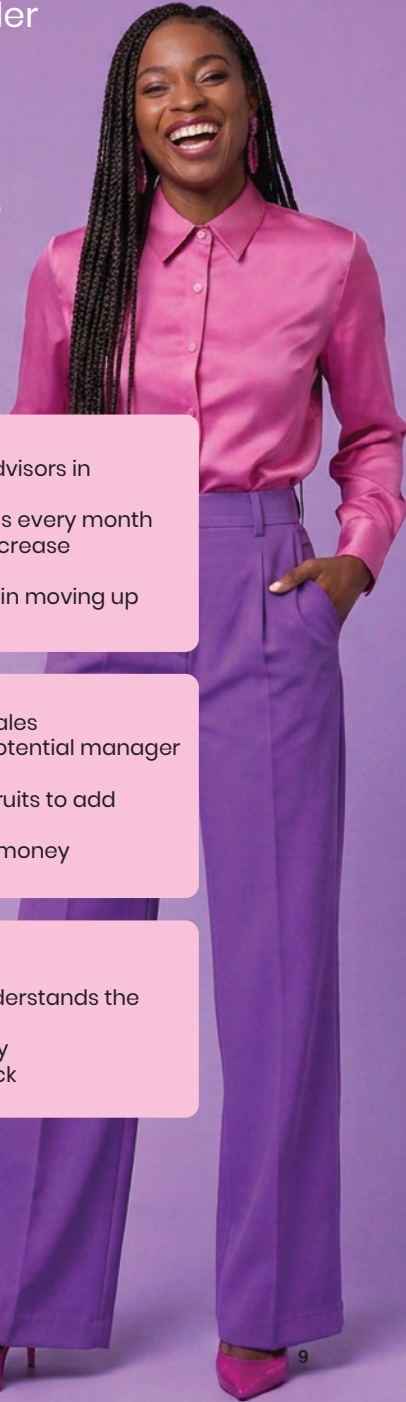
HOW TO

Develop a New Leader

Mentoring new and existing Beauty Advisors in your team leads to a more successful team that performs consistently from month to month.

Beauty Advisors need to be trained regularly and it is important to present the Manager Opportunity, so that they too can move up the career path at Avroy Shlain.

As a Manager you can increase your monthly earnings by developing a new Manager from your team of Beauty Advisors.



STEP 1

Identify a potential Manager from Beauty Advisors in your team

- Any Beauty Advisor with consistent sales every month
- Any Beauty Advisor who would like to increase their earnings
- Any Beauty Advisor who shows interest in moving up the Avroy Shlain Career Path



STEP 2

Help your potential Manager to grow their sales

- Sell the manager opportunity to your potential manager
- Train on New GM Onboarding
- Help them to identify potential new recruits to add to and grow their team
- Train weekly on easy to sell products & money management



STEP 3

Track, monitor and motivate

- Ensure that your potential Manager understands the criteria to qualify as a manager
- Track and monitor their progress weekly
- Motivate Daily to help them stay on track
- Recognise and celebrate all progress

Both Mother Manager and New Manager must be active monthly

The Mother Manager must achieve R1500 Personal Sales

The Mother Manager must have own group sales of minimum R21 000 (includes personal sales)



***Only in South Africa**

YOUR PERSONAL ONLINE SHOP

THE AVROY SHLAIN AFFILIATE PROGRAMME

The Affiliate Programme gives you another way to grow your income by earning 20% commission on qualifying online purchases made through your personal Affiliate Link.

Simply share your link with customers, friends, family or on social media, and earn commission when they shop online. It's the perfect way to complement your Beauty Advisor business and add a little extra to your monthly earnings.

HOW IT WORKS

- Register for the Affiliate Programme.
- Add your banking details.
- Receive your personal Affiliate Link.
- Share your link.
- Earn 20% commission on qualifying online purchases.

GETTING PAID

Your commission is stored in your Affiliate Wallet and paid directly into your bank account.

Minimum payout: R250

Payments are processed monthly, by the last working day of the following month. If your balance doesn't reach R250 within three months, it will automatically be converted into Avroy Shlain online store credit.

GOOD TO KNOW

- The Affiliate Programme is an additional way to earn and does not replace your Beauty Advisor business.
- Affiliate sales do not count towards your Beauty Advisor sales targets, qualifications or incentives.
- The more you share your Affiliate Link, the more opportunities you have to earn.

READY TO START?

Scan the QR code below to watch the step-by-step registration guide and create your Affiliate account on <https://avroyshlain.co.za/become-a-digital-affiliate/>



FAQs

As a mother Manager you must achieve sales of R21 000 (EXCLUDING PROMOTE OUT SALES) to earn on new promote out.

What are the new Manager Qualification Criteria?

Achieve team sales of R16 500 (including personal sales).
2 New Active Recruits in the qualification month
Minimum requirement: 6 personally recruited Beauty Advisors.
When you qualify you become a Junior Manager.

What are the Manager Onboarding Criteria?

Month 1: Achieve R18 000

Minimum 2 New Active Group Recruits
Earn 8% Service Fee and Rewards

Month 2: Achieve R19 500

Minimum 2 New Active Group Recruits
Earn 8% Service Fee and Rewards

Month 3: Achieve R21 000

Minimum 2 New Active Group Recruits
Earn 11% Service Fee and Rewards

As a Manager, if my promote out becomes an Area Distributor can I still earn on them?

The new compensation plan rules do not allow a sales force member to earn on another sales force member who is a higher rank. Sales Force members can only earn on another sales force member who is either the same level (Mother Managers & Mother ADs) or lower. Earnings are limited to one level down.

Must a Manager with no promote-outs achieve R1 500 in monthly personal sales to earn a service fee?

No there is no requirement for a Manager to achieve **R1500** personal sales to earn monthly Service Fee.

**Customer Services 0860 114 182 (Share Call)
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For more information visit our website at
www.avroyshlain.co.za



Avroy Shlain WhatsApp Channel for the latest flyer offers, business updates, sales tools, training, and more. Scan the QR code or join via the link to stay connected.
<https://bit.ly/AvroyWhatsapp>



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The manager qualification criteria, earnings schedule, onboarding programme, rewards and bonuses set out in this guide do not apply to Zimbabwe or Mozambique.

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