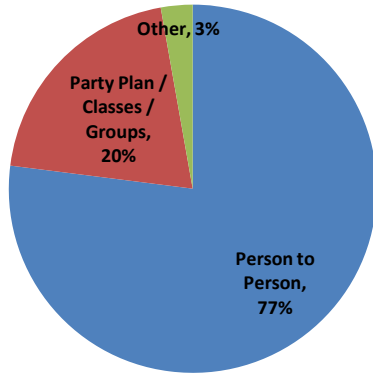


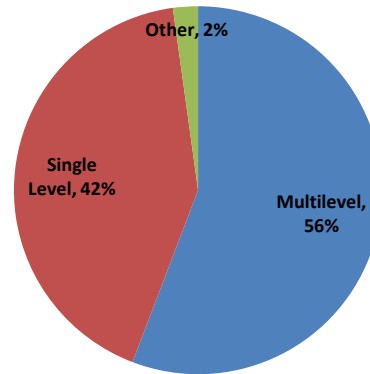


# Global Report on Sales Methods and Compensation Plans - 2011

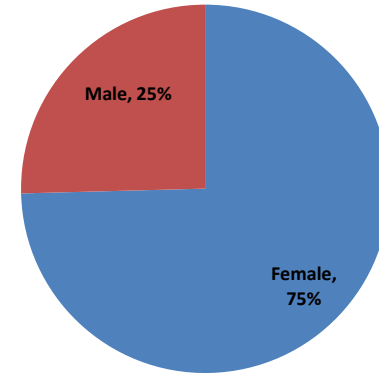
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Sales by Sales Method



Sales by Compensation Plan



Gender of Sales Force

Region/Country	Sales by Sales Method			Sales by Compensation Plan			Gender	
	Person to Person	Party Plan / Classes / Groups	Other	Multilevel	Single Level	Other	Female	Male
<b>Global</b>	77%	20%	3%	56%	42%	2%	75%	25%
<b>Asia/Pacific</b>	86%	10%	4%	48%	46%	6%	68%	32%
Australia	46%	49%	5%	95%	5%	0%	85%	15%
China	na	na	na	na	na	na	na	na
Hong Kong	94%	6%	0%	100%	0%	0%	74%	26%
India	69%	23%	8%	89%	11%	0%	64%	36%
Indonesia	na	na	na	na	na	na	na	na
Japan	94%	0%	7%	36%	52%	12%	77%	23%
Korea	75%	25%	0%	28%	72%	0%	74%	26%
Malaysia	100%	0%	0%	95%	5%	0%	59%	41%
New Zealand	86%	14%	0%	85%	15%	0%	70%	30%
Philippines	100%	0%	0%	71%	19%	10%	60%	40%
Singapore	71%	21%	8%	75%	25%	0%	53%	47%
Taiwan (1)	100%	0%	0%	100%	0%	0%	68%	32%
Thailand	59%	36%	5%	89%	11%	0%	70%	30%
Vietnam	na	na	na	na	na	na	na	na
Other Asia/Pacific	na	na	na	na	na	na	na	na

Region/Country	Sales by Sales Method			Sales by Compensation Plan			Gender	
	Person to Person	Party Plan / Classes / Groups	Other	Multilevel	Single Level	Other	Female	Male
<b>Africa/Middle East</b>	na	na	na	na	na	na	na	na
<b>Africa</b>	na	na	na	na	na	na	na	na
South Africa	91%	9%	1%	78%	22%	0%	87%	13%
Other Africa	na	na	na	na	na	na	na	na
<b>Middle East</b>	na	na	na	na	na	na	na	na
Israel	na	na	na	na	na	na	na	na
Other Middle East	na	na	na	na	na	na	na	na
<b>Americas</b>	71%	26%	3%	61%	39%	0%	82%	18%
<b>North America</b>	64%	32%	4%	95%	5%	0%	78%	22%
Canada	44%	53%	3%	83%	17%	0%	84%	16%
United States (1)	65%	31%	4%	96%	5%	0%	78%	22%
<b>South &amp; Central America</b>	89%	11%	0%	23%	77%	0%	92%	8%
Argentina	87%	13%	0%	12%	88%	0%	94%	6%
Bolivia	80%	20%	0%	80%	20%	0%	98%	2%
Brazil	na	na	na	8%	92%	0%	na	na
Chile	100%	0%	0%	30%	70%	0%	87%	13%
Colombia	86%	14%	0%	54%	46%	0%	95%	5%
Ecuador	85%	15%	0%	50%	50%	0%	70%	30%
Mexico (1)	90%	10%	0%	38%	62%	0%	96%	4%
Peru	90%	10%	0%	21%	79%	0%	90%	10%
Uruguay	na	na	na	na	na	na	na	na
Venezuela	na	na	na	20%	80%	0%	91%	9%
Central America/Caribbean (2)	na	na	na	na	na	na	na	na
Other South & Central America	na	na	na	na	na	na	na	na
<b>Europe</b>	70%	30%	0%	57%	43%	0%	84%	16%
<b>Western Europe</b>	61%	39%	0%	40%	60%	0%	78%	22%
Austria	na	na	na	na	na	na	na	na
Belgium	8%	80%	12%	na	na	na	67%	33%
Denmark	50%	50%	0%	100%	0%	0%	60%	40%
Finland	62%	36%	2%	85%	15%	0%	80%	20%
France	64%	36%	0%	18%	82%	0%	78%	22%
Germany (1)	48%	52%	1%	37%	63%	0%	80%	21%
Greece	na	na	na	na	na	na	na	na
Ireland	94%	6%	0%	36%	64%	0%	70%	30%
Italy	66%	35%	0%	35%	65%	0%	76%	24%
Luxembourg	na	na	na	na	na	na	na	na
Netherlands	82%	18%	0%	92%	8%	0%	76%	24%
Norway	85%	15%	0%	95%	5%	0%	80%	20%

Region/Country	Sales by Sales Method			Sales by Compensation Plan			Gender	
	Person to Person	Party Plan / Classes / Groups	Other	Multilevel	Single Level	Other	Female	Male
Portugal	89%	11%	0%	84%	16%	0%	91%	9%
Spain	na	na	na	na	na	na	85%	15%
Sweden	60%	40%	0%	70%	30%	0%	75%	25%
Switzerland	na	na	na	na	na	na	na	na
United Kingdom	72%	28%	0%	90%	10%	0%	76%	24%
Other Western Europe	na	na	na	na	na	na	na	na
<b>Central &amp; Eastern Europe</b>	89%	11%	1%	96%	4%	0%	85%	15%
Bulgaria	na	na	na	na	na	na	na	na
Croatia	80%	15%	5%	95%	5%	0%	60%	40%
Czech Republic	90%	10%	0%	94%	6%	0%	93%	7%
Estonia	95%	5%	0%	85%	15%	0%	90%	10%
Hungary	68%	13%	19%	89%	11%	0%	67%	33%
Latvia	90%	10%	0%	100%	0%	0%	95%	5%
Lithuania	98%	2%	0%	100%	0%	0%	90%	10%
Poland	96%	4%	0%	91%	9%	0%	88%	12%
Romania	97%	3%	0%	98%	2%	0%	82%	18%
Russia	85%	15%	0%	100%	0%	0%	87%	13%
Slovakia	75%	25%	0%	100%	0%	0%	94%	6%
Slovenia	15%	85%	0%	85%	15%	0%	65%	35%
Turkey	98%	2%	0%	90%	10%	0%	79%	21%
Ukraine	90%	10%	0%	na	na	na	87%	13%
Other Central & Eastern Europe	na	na	na	na	na	na	na	na

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Note: Figures are based only on DSA member companies unless otherwise noted. Figures are expressed as percentages of estimated retail sales, excluding VAT. Percentages may not sum to 100% due to rounding.

(1) Figures are based on the entire industry (i.e., DSA member and non-member companies).

(2) Central America/Caribbean includes the Dominican Republic, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama.